

## Le Forum sur l'éducation à Québec

Le projet de zone de libre-échange des Amériques pourrait menacer l'éducation publique. Voilà la conclusion qu'ont entendue les délégués à un forum organisé dans le cadre du Sommet des peuples le mois dernier, à Québec, en marge du Sommet officiel des Amériques.

Parrainé par la Centrale des syndicats du Québec (CSQ) et la Fédération canadienne des enseignantes et des enseignants (FCEE), le Forum continental sur l'éducation a réuni plus de 200 délégués représentant des étudiants et des éducateurs de tous les pays des Amériques.

« Mais il y en a qui tentent d'introduire l'éducation dans les accords commerciaux internationaux », a prévenu la présidente de la FCEE, Maniès Rettig, dans l'allocution qu'elle a prononcée à l'ouverture du Forum. « Ce sont les multinationales qui voient en l'éducation la dernière limite marchande et économique — un débouché de trois billions de dollars. La préoccupation centrale de ces grandes entreprises, ce n'est pas d'accroître les occasions d'apprentissage des enfants, des jeunes et des adultes; les multinationales ne visent qu'un résultat : créer un environnement propre à maximiser leurs profits. »

Monique Richard, présidente de la CSQ, a enjoint les délégués de condamner toutes les tentatives d'inclusion de l'éducation dans le projet de la ZLEA.

« Nous devons envoyer aux chefs d'État des Amériques un message fort et uni selon lequel l'éducation ne doit jamais être assujettie aux règles du marché, ni faire partie d'accords commerciaux internationaux », a déclaré M<sup>me</sup> Richard. « L'éducation est un droit qui doit être accessible à tous les enfants, à tous les jeunes et à tous les adultes du continent et du monde. »

Les délégués au Forum ont convenu d'une déclaration finale dans laquelle ils affirment que l'éducation devrait être un service public et non pas une « marchandise ».

« Nous proclamons qu'une éducation intégrale de qualité doit former des personnes libres et critiques, des citoyennes et citoyens actifs et engagés, respectueux de la diversité et des droits humains, ouverts sur le monde, soucieux de l'avenir de la planète et du développement durable », peut-on lire dans la déclaration. « Nous luttons pour une éducation publique gratuite et

Voir LE FORUM à la page A6

## Academic Freedom in Jeopardy at Toronto

WHEN David Healy accepted the positions as clinical director of the mood and anxiety disorders program at the Centre for Addiction and Mental Health and professor of psychiatry at the University of Toronto, he had no idea that academic freedom was not part of the deal.

Healy, an eminent scholar at the University of Wales College of Medicine, was actively recruited by the centre and department of psychiatry starting in July of 1999, and agreed to accept their offer in September of 2000.

In November, Healy was one of several distinguished researchers invited to speak at an international colloquium in Toronto on the history and future of psychiatry. Healy spoke about the interaction of new drugs and the social order and the conflicts between clinical practice, science and business. He expressed concern that large pharmaceutical companies, like big tobacco companies, may be avoiding research that reveals the hazards of their products.

He pointed to the controversy about whether some of the most widely prescribed antidepressants, Prozac and other SSRIs, can lead to suicide in some types of patients. He said he thought that was the case, but noted the strange fact that, despite a considerable controversy about this, not one piece of research has been carried out to answer that question.

« Although Healy's presentation received the highest participant evaluation for content of the nine presenters and panels, it must have touched a sore nerve », said Jim Turk, executive director of CAUT.

On the Monday following the Thursday conference, the centre's physician-in-chief and professor of psychiatry, David Goldbloom, began sending Healy urgent email messages asking him to telephone. But Healy was in New York doing archival research and presenting a series of lectures at the Cornell Medical Centre. Unable to reach Healy by phone, Goldbloom sent an email on Wednesday telling Healy that he no longer had a job at the centre and the university.

« We believe that it is not a good fit between you and the role as leader of an academic program in mood and anxiety disorders at the Centre and in relation to the University », Goldbloom wrote in his email to Healy.

« This view was solidified by your recent appearance at the Centre in the context of an academic lecture ... We do not feel your approach is compatible with the goals for development of the academic and clinical resource that we have. »

When CAUT learned of these events in March, it asked for an immediate meeting with University of Toronto president Robert Birgeneau to discuss what appeared to be a blatant violation of academic freedom.

The university's response described CAUT's assertion as « groundless and offensive. » Birgeneau said Healy's job was not taken away because Prozac's manufacturer, Eli Lilly and Co., put pressure on the university or the centre. (Eli Lilly is one of the principal private donors to the centre.)

Birgeneau also claimed the university had no option in the matter because the centre was providing the funding for Healy and the centre made the decision to take away his job.



David Healy — Employment contract revoked because of conference presentation in Toronto.

CAUT replied, objecting to Birgeneau focussing so narrowly on a denial of Eli Lilly's involvement in the decision. « That may well be true », Turk and Tom Booth, president of CAUT, wrote. « But the fact remains that the University of Toronto and CAMH revoked an employment contract of a very senior academic because of the content of an academic talk he gave ... Whether the pressure came from a pharmaceutical manufacturer, from a University or CAMH official worried about offending a donor, or from administrators at the University and/or CAMH without any thought of the pharmaceutical industry, the action appears to be a very serious attack on academic freedom that should not be countenanced by any university in this country. »

The University of Toronto Faculty Association has filed a notice of breach of the academic freedom clause in their Memorandum of Agreement with the university.

« The Healy case is the latest in a disturbing series of recent academic freedom cases at Canadian universities », Turk said. « CAUT really came together as a national organization in response to the denial of Harry Crowe's academic freedom at United College (now the University of Winnipeg) in the late 1950s. As we celebrate our 50th anniversary this year, CAUT is once again finding that academic freedom is in jeopardy. »

« We intend to defend academic freedom with all our organizational vitality », Turk added. « Without academic freedom — the right to raise disturbing questions and provocative challenges to cherished beliefs of society and to engage in critical teaching and research — the university cannot fulfill its role in a democratic society. »

## Feds Failing in Education, States New Poll

NEARLY 70 per cent of Canadians think the federal Liberal government is not doing enough to support post-secondary education, a new poll commissioned by CAUT has found.

Overall, 22 per cent of respondents felt that Ottawa was doing a poor job in supporting Canada's universities and colleges, while 46 per cent rated the government's performance as only fair. By contrast, less than 2 per cent felt the federal government was doing an excellent job and only one in five felt it could be graded as good.

The March poll by Decima research also revealed strong public support for Ottawa to take a lead role in providing more funding to universities and colleges.

When asked who should provide the primary funding for post-secondary education, 45 per cent of Canadians identified the federal government while 27 per cent chose the provinces. Less than 4 per cent said local governments or corporations should provide most of the funds, and only 12 per cent felt individual students should bear the largest share of the cost.

« What's particularly interesting is that the high numbers of people pointing to the federal government to take on a greater share of the costs of education are strong right across the country », noted CAUT president Tom Booth. « Even in Quebec, 43 per cent look to Ottawa to be the biggest source of funding. »

The poll also asked Canadians how the federal government could ensure students can afford a university or college education.

Thirty-four per cent of respondents said Ottawa should increase funding for universities and colleges, and 26 per cent said the federal government should provide grants to needy students.

Almost 13 per cent said the federal government should provide scholarships to the best students, and less than 12 per cent felt that students should either be given more tax breaks or have the amount of loans they can receive increased.

« Ironically, the two things the federal government hasn't done — increase core funding or bring in a national grants program — are the two options most favoured by Canadians to deal with the problems of accessibility », Booth noted.

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## NEWS ACTUALITÉS

# Forum Votes to Exclude Education from International Trade Agreements

PUBLIC education could be threatened by the proposed Free Trade Area of the Americas, participants at an alternative Peoples' Summit forum heard last month in Quebec City in the run-up to the official Summit of the Americas.

The Hemispheric Forum on Education, organized by the Centrale des syndicats du Québec and the Canadian Teachers' Federation, brought together more than 200 delegates representing students and educators from all countries of the Americas.

"There are those attempting to include education in international trade agreements," CTF president Marilies Rettig warned in her opening address to the forum. "Multinational corporations refer to education as the final frontier — a three trillion-dollar marketplace opportunity. The focus of these corporations is not to enhance the learning opportunity of children, young people or adults. They have one bottom line, to create an environment in which they can maximize profits."

Monique Richard, president of the CSQ, urged delegates to condemn any efforts to include education in the proposed FTAA.

"We need to send a strong and united message to the heads of states of the Americas that education must never become a commodity in the marketplace and must never be included in international trade agreements," Richard said. "Education is a right which must be accessible to every child, young person, and adult throughout our hemisphere and throughout the world."

Delegates to the forum agreed to a final resolution in which they affirmed that education should be a public service and "not a simple commodity."

"We declare that quality education must prepare free and critical-minded citizens who show respect for diversity and human rights, who are open to the world and concerned about the future of the planet and about sustainable development," the statement reads. "We maintain that public education must be much more accessible at all levels."

Canadian Trade Minister Pierre Pettigrew told reporters in Quebec City that his government would not open up the public education system to the FTAA, but added that Canada would be seeking commitments from other governments to get access to their education markets.

CAUT president Tom Booth, who attended the People's Summit, characterized this negotiating strategy as naive. "I don't see how you can keep saying to the Americans, the Mexicans or the Brazilians that we want access to your education system, but you can't have access to ours," Booth said. "In theory, you might be able to get away with it for a little while, but eventually other countries are going to come asking for the same access. When that happens, it's going to



United Against the FTAA — Thousands of activists demonstrate in the streets of Quebec City, April 21, 2001.

be very hard for Canada to keep the door shut."

The People's Summit concluded with a series of marches and demonstrations against the FTAA, including protests near the three-metre high fence erected around the centre of the old city. More than 450 demonstrators were arrested and there have been growing reports of serious violations of the civil liberties of those detained by police.

At its April Council meeting, CAUT passed a resolution condemning the government and the police for violating the rights of protestors and directing the executive to make a donation to the Quebec Legal Collective, a group defending those arrested in Quebec City. At a meeting following Council, the executive agreed to donate \$5,000 to the collective, matched by a further contribution of \$5,000 from the CAUT Civil Liberties Defence Fund. Council also asked CAUT to urge local associations to make donations to the collective to assure that legal rights are not trampled.

"We need to make it clear that the violation of civil liberties we witnessed in Quebec cannot be tolerated," Booth said. "As academics, we know how important it is that we take all the steps necessary to defend the basic rights and freedoms of citizenship."



Peoples' Summit of the Americas in Quebec City — ACPPU president Arpi Hamalian (left) with CAUT president Tom Booth (centre) and CAUT executive director Jim Turk in attendance at the summit's Hemispheric Forum on Education, April 17-18, 2001.





## President's Column

## A Different Americas Is Possible

By TOM BOOTH

ON April 1, 2001, Dalton Camp wrote in the *Toronto Star*: "On the eve of the Summit of the Americas, at Quebec, there is also to be the alternative Peoples' Summit. The Summit of the Americas is, presumably, about trade, the expansion of it, and is an item in the agenda of the plan to make the world safe for corporatism. The other conference could be said to be convened in the interest of making a world safe for people."

In the contexts of the growth of corporate power and protection of corporate power against democracy, Camp goes on to say, "... while democracy has continued to grow, it is being overwhelmed, if not subjugated, by corporate power."

Reduction of the public sector by cutting back on public services like education is one of the imperatives in this subjugation of democracy.

While the leaders of governments from the Americas gathered to hold discussions in the context of the Free Trade Area of the Americas (FTAA), delegates from countries across the Americas assembled for the Hemispheric Forum on Education at the second Peoples' Summit of the Americas in Quebec City.

Various cases of the impacts of "free trade" on students and teachers throughout the hemisphere were identified and discussed at the forum.

Delegates talked about corporate intrusion, privatization, diminishing accessibility and discrimination against women in education.

Failure to maintain, let alone promote, human, functional and structural integrity of educational facilities, government denial of its responsibility for education or outright denigration of educational service and government failure to provide educational opportunity were common concerns of all people from one end of the Americas to the other.

Alternatives and responses to simply treating teaching, learning and inquiry as 'services for trade' were proposed and discussed.

Prior to the forum, the Centre des syndicats du Québec

and the Canadian Teachers' Federation characterized the rapidly growing demand for education in the Americas. In the face of severe cuts to all levels of education, the demand for education remains unabated and predictions are for significantly increased attendance in the future.

In Latin America, popular education, based on collective experiences and cooperative work representing "education for the oppressed" designed to raise consciousness and produce social transformation, has partly met the drastically increased demand in rural areas.

Throughout the Americas cuts to education, decentralization, privatization, commercialization and concomitant corporatization have led to severe deterioration of teaching and learning conditions and asymmetry in both access to education and in the quality of education.

These conditions clearly indicate the importance of taking action to democratize education in the Americas.

The call is for actions to reverse and supplant current trends of privatization, corporatization and commercialization.

Writing on the consequences of the FTAA in *Inside the Fortress: What's Going On at the FTAA Negotiations*, author Marc Lee of the Canadian Centre for Policy Alternatives states "... what is at stake is the ability of citizens to make democratic choices about how they want to structure their economy and society."

The Canadian ambassador to the World Trade Organization and chair of the WTO Council for Trade in Services recently stated: "Education is now an industry, Canada needs to approach the international marketplace for educational services with the same discipline and commitment that we bring to other sectors."

Through action in defense of public education and committed promotion of collegial governance and academic freedom, CAUT has a strong role to play in democratic transformation of education in the hemisphere. A fair and caring Americas requires no less than such action.

## Agreement Means Significant Gains for BC Educators

A tentative agreement on wages & benefits for 7,500 post-secondary educators reached at provincial common table after 38 days of tough bargaining.

By MAUREEN SHAW

ON March 30 the College Institute Educators' Association of BC and the BC Government and Service Employees' Union reached a tentative Common Agreement with the BC Post-Secondary Employers' Association. The agreement contains significant gains in salary, maternity and parental leave, and disability benefits.

The agreement addresses important issues for CIEA members and ensures that BC's public college and institute sector is able to more effectively attract and retain qualified educators.

The context for bargaining in this round was substantially different from the last round in 1998. Most important in this round, the provincial government did not impose across-the-board wage controls on the public sector. While the government mandate for employers was still limited, it was willing to acknowledge recruitment and retention problems and to approach each sector differently. It was a tough round of bargaining, with 38 days of bargaining to reach agreement at the common table, and with local bargaining still underway.

The bargaining context also included significant new government funding for post-secondary institutions. For the 2001-2002 year we will see another 5,000 fully funded student spaces, with more than 3,100 designated for the college and institute system. The government also provided a further \$6 million to the college and institute system as an ongoing funding commitment in recognition of the cost pressures facing post-secondary institutions, and injected \$23 million into the system on a one-time basis to assist institutions in meeting equipment, library and education technology needs.

## Salary

Improvements to the salary scale over the life of the proposed three-year agreement are achieved through both a general wage increase of 2 per cent in each year and through additional market adjustment funds provided by the government in recognition of recruitment and retention issues faced by the sector. Maximum salary levels will increase from \$65,200 to \$73,257 over the term of the agreement.

The market adjustment funding begins in the second year and allows for compression of the salary scale from 13 steps to 10 steps and substantial improvements in increment step values. The unions also successfully achieved an important goal - greater fairness and standardization of the value of increments.

While there would have been gains from increment movement on the old scale, market adjust-

## EI Breakthrough!

With the introduction of increased parental benefits under the Employment Insurance Act from 10 to 35 weeks, faculty associations are now attempting to negotiate improved "top-up" provisions for their members.

CIEA has achieved a major breakthrough by negotiating a comprehensive salary top-up package of 100 per cent for the two-week waiting period, 95 per cent for the 15 weeks of maternity benefits, followed by 35 weeks of parental benefits at 85 per cent.

Parental benefits are available to both biological and adoptive parents.

ment funding substantially increases the value of increments and supports compression of the salary scale - allowing for quicker progression through the steps. By year three of the proposed agreement, faculty will have an average annual salary that is \$10,163 higher than on March 31, 2001. The range of increases is from \$8,057 at step one to \$13,658 at step four.

Unions were less successful at convincing employers to extend all improvements to secondary salary scales in this round. Secondary scales will receive the general wage adjustment of 2 per cent in each of the three years, but no market adjustment funding for additional improvements.



**The new agreement addresses key issues for members says Shaw.**

## Maternity &amp; Parental Leave

A key achievement in this round was agreement on a maternity and parental leave top-up benefit.

When CIEA began bargaining, only two institutions in the system offered new parents salary replacement while on maternity and parental leave. CIEA argued that improved benefits in this area should form part of a recruitment

and retention initiative. This new benefit will be help to position the BC system competitively.

Beginning April 1, 2002, new parents will have access to a comprehensive salary top-up package. The top-up is 100 per cent for the 2-week waiting period, 95 per cent for the 15 weeks of maternity leave, followed by 35 weeks of parental leave at 85 per cent for the biological mother. The biological father or adoptive parent is eligible for the 35-week (or 37 weeks with the waiting period) parental leave top-up.

## Disability Plan

Flowing from the work of a joint committee on benefits administration (employers and unions) the proposed agreement provides for an employer paid disability program effective April 1, 2002. This is significant for the college and institute system, given that the majority of disability plans in the system are employee-paid.

## Administrative Changes

The parties agreed to continue, and secured Ministry commitment to fund, joint initiatives that have been ongoing for a number of years. CIEA negotiated a continuation of the labour adjustment funding envelope, which assists in reducing the impact of lay-offs. We achieved employer funding for the ongoing administrative costs of the system labour relations database. We also agreed to continued core funding for the Contract Training Marketing Society, bringing more work into our system and improving our capacity to deliver contract training.

## Pension

Separate from bargaining, but significant for CIEA members, the College Pension Plan partners negotiated improvements to the plan at a parallel table. More information about pension improvements can be found on the CIEA web site.

## Local Bargaining

The unions are now engaged in local bargaining to finalize new collective agreements, which will include the proposed common agreement. Key issues being dealt with at local tables include health and safety, education technology, education leave, professional development, workload, release time for chairs, conveners and coordinators and pension buy-back options.

Six CIEA locals have concluded bargaining at the time of this writing. ■

Maureen Shaw is president of the College Institute Educators' Association of BC.

Information on the proposed salary scale & pension improvements can be viewed at [www.ciea.bc.ca](http://www.ciea.bc.ca)

## Homework!

## Knights &amp; Knaves

A traveller to a strange island discovers that it is inhabited by knights who can make only true statements and knaves who can make only false statements. One day the traveller encountered three inhabitants, whom we will call A, B and C, and asked, "How many knights are there among you three?" A made an answer, which the traveller missed, but which was understood by the other two. When B was asked what A said, B responded, "A said that there is one knight among us." "Don't believe B," shot in C, "he is lying." What are B and C?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.



# Steering auto technology in new directions

**T**he product that single-handedly defined the landscape and powered the lifestyles of the 20th century is poised to undergo a major transformation of its own. The automobile is being reinvented for the 21st century and the University of Windsor is leading the Canadian automotive research effort, thanks to investments by our industrial partners of \$500 million and a \$23 million multi-disciplinary research program called AUTO21.

The Windsor-led Network of Centres of Excellence (AUTO21) involves researchers from 27 Canadian universities and more than 120 industrial and government partners. It will look at virtually every aspect of the automotive experience, including environmental impact, social/human factors, manufacturing technology and safety issues, among others. The University of Windsor's Dr. Bill Altenhof, for example, will study the energy-absorptive qualities of steering wheel designs under various crash conditions. His research, which uses computer modelling and experimental impact testing, explores a far wider spectrum of velocities, wheel positions and impact directions than has ever been undertaken before.

If you'd like to learn more about the momentum of research that is reshaping our profile in a variety of disciplines, and about opportunities at the University of Windsor, call Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608. Or visit us at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions).

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## ACTUALITÉS

### Journée de lobbying sur la colline du Parlement

**L**e mois dernier, dans le cadre d'une journée de lobbying national organisée par l'Association canadienne des professeurs et professeurs d'université (ACPPU) et la Fédération québécoise des professeurs et professeurs d'université (FQPPU), plus de 60 professeurs et universitaires des collèges et universités de tout le pays ont demandé à Ottawa d'augmenter le financement pour l'enseignement postsecondaire.

« Nous sommes ici pour dire aux parlementaires fédéraux que nos universités et nos collèges sont au point de rupture », a déclaré le président de l'ACPPU, Tom Booth, au cours d'une conférence de presse sur la colline du Parlement le 26 avril. « Si le gouvernement croit réellement à l'importance de l'accès à un enseignement postsecondaire de haute qualité pour notre avenir socio-économique, il est donc temps qu'il le soutienne par un financement suffisant. »

M. Booth a fait remarquer que, depuis 1992, les dépenses réelles par habitant au titre de l'enseignement postsecondaire ont chuté de plus de 14 p. 100 et les subventions octroyées aux universités ont diminué de plus de 25 p. 100.

« La mesure la plus positive que le gouvernement fédéral pourrait prendre serait d'assurer de façon régulière et équitable le transfert des fonds nécessaires aux provinces pour payer les dépenses liées à l'enseignement postsecondaire », a ajouté la présidente de la FQPPU Arpi Hamalian. « Seule une telle mesure permettrait aux provinces d'assumer leurs propres responsabilités envers l'enseignement et la recherche universitaires. »

Au tout début de leur campagne-éclair d'une journée, M. Booth et Mme Hamalian ont rencontré M. Peter Adams, député libéral et président du caucus du gouvernement sur l'éducation postsecondaire. Ils ont ensuite rencontré le ministre des Finances Paul Martin pendant une heure.

M. Booth a affirmé qu'il a parlé avec insistance de la loi sur l'enseignement postsecondaire proposée par l'ACPPU avec M. Martin, qui a admis que le mécanisme actuel utilisé par Ottawa pour con-

tribuer au financement de l'éducation comporte des lacunes. La loi servirait à réformer le mécanisme de transfert de fonds d'Ottawa aux provinces pour financer l'enseignement supérieur tout en établissant des normes nationales, telles que l'accessibilité et la prestation sans but lucratif, que les provinces devaient respecter.

« Je crois que M. Martin était surpris et impressionné d'apprendre que nous avions l'appui des professeurs du Québec sur la loi proposée », a affirmé M. Booth. « C'est vraiment cela qui a attiré son attention. »

« Lorsque M. Martin a demandé si les professeurs du Québec appuyaient la loi, je lui ai répondu d'un ton sans équivoque que nous parlions au nom de tous à ce sujet », a affirmé Mme Hamalian.

M. Booth a déclaré que M. Martin conseillait vivement à l'ACPPU et à la FQPPU de « promouvoir la loi » auprès des premiers ministres provinciaux et du public.

Les représentants de l'ACPPU ont également rencontré le vice-premier ministre Herb Gray, le ministre des Affaires intergouvernementales Stéphane Dion, le chef du Bloc Québécois Gilles Duceppe et le chef du Parti progressiste-conservateur Joe Clark. La réunion prévue avec M. Stockwell Day a été annulée à la dernière minute face aux suppositions croissantes sur l'avenir politique du chef de l'Alliance canadienne.

Plus tôt au cours de la journée, le bureau du premier ministre Jean Chrétien a reçu plus de 10 000 cartes postales signées, recueillies par l'ACPPU, demandant au gouvernement d'augmenter le financement de l'enseignement postsecondaire dans les universités et les collèges.

Au cours des prochaines semaines, M. Booth et Mme Hamalian doivent rencontrer la ministre du Développement des ressources humaines Jane Stewart et le ministre de l'Industrie Brian Tobin qui n'étaient pas disponibles pendant la journée de lobbying. ■

Traduit de l'article « Members Call on Feds to Increase Education Funding ».





# Members Call on Feds to Increase Education Funding

**M**ORE than 60 university professors and academic staff from across Canada called on Ottawa to boost funding for post-secondary education as part of a one-day national lobby day organized by CAUT and the Fédération québécoise des professeurs et professeurs d'université last month.

"We're here today to tell federal politicians that our universities and colleges are at the breaking point," CAUT president Tom Booth stated during a news conference on Parliament Hill April 26.

"If this government really believes that access to a high quality post-secondary education system is critical to our social and economic future, then it's time it backs that up with proper funding."

Booth noted that since 1992, real per capita spending on post-secondary education has decreased by more than 14 per cent and that operating grants to universities are down by more than 25 per cent.

"The most positive action the federal government could take is to ensure on a regular and equitable basis the transfer of the necessary funds to the provinces to pay for post-secondary education," added FQPPU president Arpi Hamalian. "Only this will enable the provinces to meet their own responsibilities towards university teaching and research."

Booth and Hamalian began their day long lobbying blitz with Peter Adams, chair of the Liberal government's post-secondary education caucus. This was followed by a one-hour meeting with Finance Minister Paul Martin.

Booth said he pressed CAUT's proposed post-secondary education act with Martin, who admitted the current way Ottawa helps fund education is flawed. The act would reform the way Ottawa transfers money to the provinces to pay for higher education at the same time



Card Count — CAUT president Tom Booth lends a hand counting the signed postcards delivered to Prime Minister Jean Chrétien's office in late April.

as requiring the provinces to meet certain national standards, such as accessibility and a not-for-profit provision.

"I think Martin was surprised and impressed that we had the support of the Quebec professors on the proposed act," Booth said. "That really made him sit up and take notice."

"When Martin asked whether

professors in Quebec support the act, I told him quite clearly that we are speaking with one voice on this," Hamalian said.

Booth said that Martin urged both CAUT and FQPPU to "sell the act" with the provincial premiers and with the public.

Representatives of CAUT also met with Deputy Prime Minister Herb Gray, Intergovernmental Af-

fairs Minister Stéphane Dion, Bloc Québécois Leader Gilles Duceppe, and Progressive Conservative Leader Joe Clark. A meeting scheduled with Stockwell Day was cancelled at the last minute amidst growing speculation over the Alliance leader's political future.

Earlier in the day, more than 10,000 signed postcards collected by CAUT calling on the govern-

ment to increase university and college funding were delivered to Prime Minister Jean Chrétien's office.

Booth and Hamalian are scheduled to meet over the next few weeks with Human Resources Development Minister Jane Stewart and Industry Minister Brian Tobin, both of whom were unavailable during lobby day. ■

## PAR-L Electronic Listserv is an Innovative Resource for Women

**W**HERE do you go to network, read about and dialogue on issues affecting women?

On March 21, CTV's morning show, Canada AM reported: "it's official: more women than men use the Internet." Statistics Canada does not appear to agree. Its General Social Survey reports that "men use the Internet more than women."

The source of the Canada AM report remains unknown, but there is one impressive fact about Internet use that is known — Canadian women inside and outside of academe have embraced in growing numbers the homegrown electronic feminist network PAR-L.

Since its inception six years ago, its membership has grown from a handful of women to an international forum with more than 1,000 subscribers. PAR-L includes an electronic discussion list as well as a web site.

University of Ottawa professor Michele Olivier and Wendy Robbins of the University of New

### All in One Place [www.unb.ca/par-l](http://www.unb.ca/par-l)

Nowhere will you find in one place discussions as broadly based as those found here:

- regressive tax policies for unpaid "women's work"
- transcripts from the human rights inquiry into the complaint of Kimberley Nixon
- sources of information to assist in preparation of articles or other research work
- announcements of feminist conferences/workshops, and other conferences of interest to women and academics across Canada and the U.S.
- book publications
- responses to government, business or universities about decisions affecting women
- calls for papers and job prospects

Brunswick are the cofounders and joint moderators of this unique and innovative listserv. They are assisted by graduate students Jen-

nifer Brayton, Julie Guénette, and Robin Sutherland. Theirs is a monumental task for so few people.

"PAR-L is an electronic network of individuals and organizations interested in women-centred policy issues in Canada," states the web site. "It is a tool for developing, conducting and distributing feminist research in a multidisciplinary context and in both official languages. It is intended as a support for the community of feminist researchers and activists in Canada."

The discussion list, opened on March 8, 1995, by the Canadian Advisory Council on the Status of Women, is now based at the University of New Brunswick. The web site, created more than a year later, was redesigned in 1997 with funds from the Social Sciences and Humanities Research Council. While PAR-L is officially bilingual, Olivier said they hope to increase the participation and coverage of Francophone women's voices in the years to come.

She also said the diversity of subscribers is the listserv's real success. "PAR-L represents a healthy cross-section of women from all regions of Canada," she said. "From academics to community organizations, government, media, private sector, and the self-employed, students, activists, journalists, policy analysts, librarians, stay-at-home moms, and many others."

PAR-L News is the site's electronic research news bulletin. The online periodical provides brief notices of recent publications and reminders of upcoming conferences and events of interest to feminists across Canada.

PAR-L has also launched *Feminist Strategies*, its interactive feminist scholarly journal. It is intended to "promote feminist research, engage in theoretical debates and develop frameworks for analysis and action to foster feminist change." Robbins says "pending more funding, we see *Strategies* as one of the key future developments for the web site."

Robbins describes the void that the news bulletin, listserv and web site fulfill: "If we were reading about women in the [mainstream] news more we would not need PAR-L to find out who is doing what research on women's work and feminist issues."

"PAR-L provides an alternative medium for women's voices to be heard and to resound through the linkages developed and the ideas exchanged, modified, enforced and enhanced."

PAR-L subscribers say the listserv does achieve its purpose — an inclusive and inviting space for women to exchange information and ideas, and to develop friendships and professional linkages.

Today's newspapers cannot do that any more than the socio-economically limiting and often-perceived male-friendly and environmentally unfriendly golf-courses of the world.

Canada AM suggested cool-women.com was the must see web site. They should see PAR-L! ■



## Saving for Higher Education Concerns Most Parents

THE vast majority of Canadian parents want their children to get a college or university education, but most families have been unable to save the money needed for post-secondary schooling, concludes a new report from Statistics Canada.

The parents of 87 per cent of children under 18 reported they wanted their children to continue their education beyond high school. However, the parents of only 41 per cent reported that they had set aside any savings for college or university.

Not surprisingly, the survey showed that the gap between aspirations and savings was widest in lower income households, raising more concerns that higher fees may be putting the promise

### Aspirations vs. Money in the Bank

Household Income	% with Aspirations	% Saving
<\$30K	79.8	18.7
\$30K - \$49K	85.8	37.4
\$50K - \$59K	90.6	45.6
\$60K - \$79K	93.4	52.8
>\$79K	95.0	62.6

Figures represent % of children.

of education out of reach for many families.

The parents of 80 per cent of children in households with incomes of less than \$30,000 a year hoped that their children would pursue post-secondary studies, compared with 95 per cent of chil-

dren in households with incomes greater than \$80,000.

However, parents reported savings for fewer than 20 per cent of children living in households with incomes less than \$30,000 compared to 63 per cent of children in households with incomes greater than \$80,000.

The survey also found that parents generally have been unable to save anything near the amount needed to pay for their children's post-secondary education. The median educational savings reported for all children is just \$3,000. In the fall of 2000, average undergraduate arts tuition fees in Canada were \$3,378. ■

Source: Statistics Canada, *The Daily*, April 10, 2001.

## Contract Academic Staff Organize at Acadia



ACADIA University Faculty Association submitted its application for certification of a new bargaining unit last month. The proposed unit includes all contract academic staff members providing instruction in credit courses, including courses taught by distance education.

Dianne Looker, AUFA's president, said the association signed up almost 100 contract faculty members during a three-month card signing campaign.

AUFA applied for certification April 9 and a vote of the con-

tract academic staff was held April 12. The ballots have been sealed and will be counted once the Nova Scotia Labour Relations Board determines the composition of the bargaining unit and the list of eligible voters.

Looker is confident that a significant majority of those who voted support unionization. "We expect that once we resolve our dispute with the university over who should be on the list, we'll win the vote and be granted a certificate," she said. ■

## Le Forum sur l'éducation

ES Suite de la PAGE A1

de qualité, qui soit pleinement accessible à tous les niveaux et tout au long de la vie. »

Le ministre du Commerce international du Canada, Pierre Pettigrew, a déclaré aux journalistes, à Québec, que son gouvernement n'ouvrirait pas le marché de l'enseignement public à la ZLÉA. Il a cependant ajouté que le Canada tenterait d'obtenir des autres gouvernements des engagements d'ouverture de leur marché de l'éducation.

Présent au Sommet des peuples, Tom Booth, président de l'ACPPU, a qualifié de naïve cette stratégie de négociation. « Je ne vois pas comment vous pouvez persister à dire aux Américains, aux Mexicains ou aux Brésiliens que vous voulez avoir accès à leur système d'éducation tout en leur interdisant de pénétrer le nôtre », a soutenu M. Booth. « En théorie, vous pourriez réussir pendant un certain temps mais d'autres pays finiront par demander d'avoir droit aux mêmes avantages. Il sera alors très difficile pour le Canada de garder fermé l'accès à son système d'éducation. »

Le Sommet des peuples s'est terminé par des marches et des

manifestations contre la ZLÉA, ainsi que par des protestations près du périmètre de sécurité, haut de trois mètres, érigé autour du centre de la vieille ville. Plus de 450 manifestants ont été arrêtés et, d'après un nombre croissant de rapports, les libertés civiles des personnes détenues par la police auraient été sérieusement violées.

Lors de l'assemblée d'avril du Conseil, l'ACPPU a adopté une résolution condamnant le gouvernement et la police pour avoir violé les droits des manifestants et chargeant le Comité de direction de faire un don au collectif juridique du Québec, un groupe de défense des personnes arrêtées à Québec. À une réunion tenue après l'assemblée du Conseil, le Comité de direction a convenu de donner 5 000 \$ au collectif, somme que la Caisse de défense des libertés civiles de l'ACPPU égalera, du même montant. Le Conseil a en outre fortement recommandé aux associations locales de faire un don au collectif pour garantir que les droits légaux ne soient pas bafoués. ■

Traduit de l'article « Forum Votes to Exclude Education from International Trade Agreements ».

## Feds Failing in Education

ES From PAGE A1

"Public opinion is way ahead of government policy on this mark."

Finally, the Decima survey asked Canadians if they would be in favour of Ottawa establishing national standards for post-secondary education, such as accessibility and not-for-profit administration, as it currently does for health care.

More than 75 per cent said they would be in favour of this, while only 19 per cent were opposed. Support ranged from 70.9 per cent in Quebec to 81.5 per cent in Atlantic Canada.

Booth said these latter results were particularly encouraging since CAUT has been lobbying Ottawa to enact a national post-secondary education act that would set national standards and renew federal funding for universities and colleges.

"The poll underlines what many of us have felt over the past while — that public opinion is squarely on our side," he said. ■

The Decima poll results are based on a telephone survey of 2,000 adults across the country and are considered accurate within ± 2.2 per cent, 19 times out of 20.

## Week of Action Building Momentum

A COALITION of organizations, unions and activists across the U.S. and Canada have banded together to designate Oct. 28 - Nov. 3, 2001 as Fair Employment Week.

The campaign about contract academic staff will be a week of coordinated action designed to highlight the poor pay and working conditions of contract academic staff said CAUT's executive director Jim Turk. "The campaign will bring a focus to an ongoing debate about the effect that the exploitation of contract academic staff has on the integrity of our post-secondary institutions."

The campaign arose from January's National Conference on Contingent Academic Labor in San Jose, where the proposal was overwhelmingly endorsed by participants. Since then, a steering committee has been soliciting support and financial donations from national and local organizations.

CAUT has endorsed the campaign and is encouraging member associations — particularly those which represent contract academic staff — to participate.

Among the growing number of sponsors are the American Association of University Professors, the National Education Association, the American Federation of Teachers, the National Alliance for Fair Employment, the Coalition of Contingent Academic Labor, the California Part-time Faculty Association, the Concordia University Part-time Faculty Association, and the National Council of Teachers of English.

"The campaign will be called Campus Equity Week in the U.S.,

but organizations on both sides of the border are working together to ensure that events are complementary," Turk said.

In addition to educating the public and raising the issue in media and policy circles, the campaign is designed to stimulate local organizing. "Events might range from a rally to support local bargaining to a press conference, teach-in or hearings at the state or provincial legislatures," Turk explained. "The unifying theme of equity for contract faculty is sufficiently general to allow each jurisdiction to focus on the issue or issues most relevant to them, and to hold events appropriate for their situation."

CAUT's primary role leading up to the campaign will be to help link member organizations who want to participate with the steering committee and with each other.

"This is an important campaign," said Brenda McLean, a member of CAUT's Contract Academic Staff Committee and a long-time sessional instructor in nursing at the University of Alberta. "Not only will this help faculty associations mobilize their contract academic staff members, or support ongoing organizing drives — it will help everyone in the university community understand the challenges sessionals face. Fair Employment Week will demonstrate that all academic staff can work together to confront the issue of casualization." ■

Information on Fair Employment Week can be obtained from Vicky Smallman at CAUT (smallman@caut.ca).

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## Letters

### Article Reflects Eurocentric Bias

This is regarding the article "How the Loss of Trust Led to the Breakdown of Collegiality" by Jeremy Richards (*Bulletin*, March 2001). While I agree with most parts of this article, I take issue with the statement: "By all reports this system worked quite well, and many of the world's greatest minds were fostered in the classical European universities and colleges of the last millennium." Statements like this show a Eurocentric bias and very conveniently dismiss the role and contributions of ancient civilizations that predate European civilization. It may come as news to some that there was a world before the establishment of European civilization, with major and profound contributions in many areas including mathematics and astronomy coming from Indian and Chinese civilizations. These contributions came from equally great, if not greater, minds and to ignore them is to ignore history. Even in the last millennium, some of the great scientists like Sir J.C. Bose and Nobel Prize winner C.V. Raman came from non-European universities, as did the literary giant Tagore.

DILIP K. BANERJI  
Computing & Information Science, University of Guelph

## Equity News

### Innovative Settlement at Saskatchewan

ON March 21, 2001, the University of Saskatchewan signed an historic employment equity agreement subject to the supervision of the Saskatchewan Human Rights Commission.

In 1996, five members of the sociology department filed a sex discrimination complaint against the University of Saskatchewan, college of arts and sciences and the department of sociology, alleging "an absence of a gender balance in the tenure stream faculty (in the department) which duly reflects the representation of women in the labour market."

At the time the complaint was filed, only two of 16 faculty members in the department were female.

In the settlement negotiated between the college and the complainants, the college has agreed to give preference to female candidates in at least the next three available faculty positions within the department of sociology.

The college has also agreed that certain steps to facilitate a gender balance will be taken.

In particular, advertisements for positions in the department of sociology must state that the department "is seeking to address a gender imbalance" among its faculty complement and that "qualified female candidates are particularly encouraged to apply."

Rosemary Morgan, CAUT's equity officer, said despite the oft-heard criticism of employment equity as a quota system, quotas are not the foundation of this settlement.

"It is quite clear on the face of it that the focus is still to recruit and retain the highest quality faculty, but that a special effort must be made to reach out to qualified women," she said.

"If two equally qualified candidates apply, and one is female and one is male, the answer is a 'no-brainer' with this type of

an agreement, at least until the imbalance is righted."

Under the terms of the settlement, the college will also increase the visibility and availability of gender relations program options within the department.

"Critics may see this as preferential syllabus construction," Morgan commented, "but it is only preferential to the extent that instead of permitting the continuation of historic male-predominant models of learning, the University of Saskatchewan, the Saskatchewan Human Rights Commission, and the faculty complainants have achieved a consensus on the view that women do have a different perspective to bring to academic debate."

This type of settlement is innovative for the University of Saskatchewan, but it is seeing growing acceptance among employers both within academe and beyond.

At Dalhousie University an agreement to redress systemic race discrimination was signed late last year. "Like the University of Saskatchewan settlement, the goal is to right the balance, but less in terms of numbers and more in terms of systemic barriers to equality of participation in academe," Morgan said.

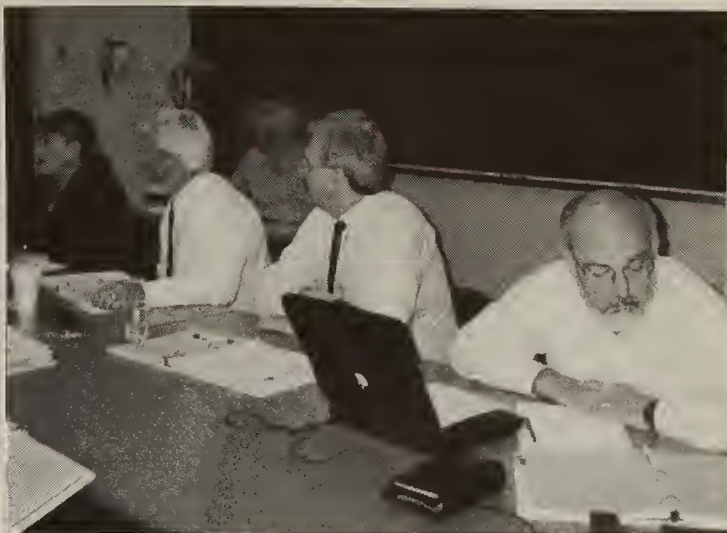
She also said agreements of these types need not be the result of human rights complaints or grievances.

"Collective bargaining, or other forms of negotiation are the best approach to redressing systemic discrimination before a costly, time-consuming and stress-inducing complaint is filed," Morgan told delegates at the recent CAUT Council meeting in Ottawa.

Under the terms of the agreement, the department must have a new employment equity plan in place by June 30, 2001.

The Dalhousie memorandum of understanding is available at [www.dfa.ns.ca](http://www.dfa.ns.ca).

## Faculty Warm Up for Bargaining



Simon Fraser University — Trainees (left to right) Susan Stevenson, Drew Parker, Carl Schwarz and David Bell from the SFU faculty association were among 20 participants taking part in CAUT's bargaining team training in April.

CAUT's newest educational course "Bargaining Team Training" was introduced in Vancouver at Simon Fraser University April 9 – 11, 2001. Twenty participants from faculty association bargaining teams at the University of British Columbia, University of Northern B.C., Simon Fraser University and University of Victoria took part in the training, as did the president and executive director of the Confederation of University Faculty Associations of B.C.

"University administrations are pouring enormous financial resources into their negotiating efforts," said CAUT's chief bargain-

ing officer Neil Tudiver. "We in turn have to gear up our own level of preparedness."

Delivered over an evening and two days, the course analyzed the current climate of collective bargaining at universities, and delved into specific topics such as strategy, communications, organizational structures, conflict resolution, table skills, and preparing positions based on member surveys and grievance experience. Day two of the event featured the teams going head-to-head in a full-scale bargaining simulation. "Things got a bit testy at our table," laughed one participant. "Even though it

was role-playing, it was hard not to get a bit carried away."

Seasoned and novice negotiators took advantage of the opportunity to learn from presentations, engage in active and sometimes heated discussion, and practice their skills at the bargaining table.

The course was planned to coincide with the bargaining schedule of the participating associations, each of which will be in negotiations within the next few months. As one participant put it "We're at the table next week, so the timing was perfect. This was an excellent warm-up and now we're ready to rumble!" ■



### NOTICE REGARDING UNIVERSITY OF TORONTO PENSION PLAN

Please consider these facts before seeking employment at the University of Toronto.

- The University of Toronto has **NOT** regularly contributed to the pension plan since 1987. Only the members have made contributions.
- The University of Toronto pension plan is a defined-benefit plan. A defined-contribution plan wherein members can benefit fully from their investments is not an option.
- The average pension of its 3,543 retired members on July 1, 2000 was \$20,498 (Cdn) per year. (This figure includes administrative, academic and support staff.)
- Spousal survivor benefits are currently 60% with an unreduced pension.

Submitted and paid for by the University of Toronto Faculty Association  
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## Legal Conference Underscores the Implications of Weber



Life after Weber — A captive audience listens to the joint presentation by arbitrators Morton Mitchnick and Stephen Kelleher at CAUT's legal conference, March 2-3, 2001.

**A**FTER a 10-year hiatus CAUT revived its legal conference in Ottawa earlier this year for an audience of almost 40 labour lawyers, faculty association staff lawyers and grievance officers.

Organized to address legal issues facing academics today, *The Ambit of the Collective Agreement* focussed on the significance and application of the Supreme Court of Canada ruling in *Weber v. Onta-*

*rio Hydro*. The lineup of speakers included well-known arbitrators Kenneth Swan, Stephen Kelleher and Morton Mitchnick (labour arbitrator who initially heard the *Weber* case). ■

## Selon un sondage de l'ACPPU, il faut accroître l'éducation

**U**N nouveau sondage commandé par l'ACPPU a montré que près de 70 p. 100 de la population canadienne pensent que le gouvernement fédéral libéral ne finance pas assez l'enseignement postsecondaire.

Dans l'ensemble, 22 p. 100 des répondantes et répondants pensent que le soutien offert par le gouvernement fédéral est médiocre, et 46 p. 100 estiment qu'il est passable. Par contraste, il est excellent pour moins de 2 p. 100 et bon pour une personne sur cinq.

Le sondage mené en mars par Decima révèle aussi que la population souhaiterait fortement qu'Ottawa joue un rôle prépondérant en offrant plus de financement aux universités et collèges.

Interrogés sur les sources de financement primaire de l'enseignement postsecondaire, 45 p. 100 des Canadiennes et Canadiens ont désigné le gouvernement fédéral et 27 p. 100 les provinces. Moins de 4 p. 100 ont indiqué que la plupart des fonds devraient provenir des gouvernements locaux ou des grandes entreprises, et seulement 12 p. 100 ont dit que la population étudiante devrait assumer la majeure partie des coûts.

« Il est particulièrement intéressant de constater que, partout au pays, un grand nombre de personnes estiment que le gouvernement fédéral devrait payer une plus

grande partie de l'éducation », a fait remarquer le président de l'ACPPU, Tom Booth. « Même au Québec, 43 p. 100 considèrent qu'Ottawa devrait être la plus importante source de fonds. »

Le sondage comportait aussi des questions sur les moyens que le gouvernement fédéral pourrait employer pour faire en sorte que les étudiantes et étudiants puissent s'offrir une formation universitaire ou collégiale.

De l'avis de 34 p. 100 des répondantes et répondants, le fédéral devrait majorer le financement des universités et collèges; 26 p. 100 trouvent qu'il devrait offrir des subventions aux étudiantes et étudiants dans le besoin, et selon presque 13 p. 100, il devrait octroyer des bourses aux meilleurs étudiants et étudiantes. Moins de 12 p. 100 jugent que les étudiantes et étudiants devraient bénéficier de plus de réductions d'impôts ou d'une hausse des prêts.

« Ironiquement, les deux choses que le gouvernement fédéral n'a pas faites, c'est-à-dire accroître le financement de base et instaurer un programme national de subventions, sont celles que la population canadienne privilégie pour régler les problèmes d'accessibilité », a ajouté M. Booth. L'opinion publique a une bonne longueur d'avance sur la politique du gouvernement en ce domaine. ■

Plus de 75 p. 100 sont favorables à l'idée et seulement 19 p. 100 s'y opposent. Le soutien d'une telle mesure se chiffre de 70,9 p. 100 au Québec à 81,5 p. 100 dans les provinces Atlantiques.

M. Booth a souligné que ces derniers résultats sont particulièrement encourageants pour l'ACPPU. En effet, l'association exerce des pressions à Ottawa pour faire adopter une loi sur l'enseignement postsecondaire qui établirait des normes nationales et renouvellerait le financement fédéral des universités et collèges.

« Le sondage confirme ce que beaucoup d'entre nous pensons depuis quelque temps : que l'opinion publique est carrément de notre côté » a-t-il conclu.

Decima a effectué son sondage par téléphone auprès de 2 000 adultes de tout le pays; la précision des résultats est de plus ou moins 2 p. 100, 19 fois sur 20. ■

Traduit de l'article « Feds Falling in Education, States New Poll ».

## Newsline

### Settlement Reached at Queen's University

On March 30 Queen's University Faculty Association ratified a one-year compensation settlement. Members of the bargaining unit will see improvements in both salary and benefits through April 30, 2002. Highlights of the agreement include a two per cent salary scale increase; a \$3,500 increase in both the assistant professor salary floor (\$43,500) and the librarian/archivist salary floor (\$38,000); for adjuncts, the FTE salary floor will also be increased to the assistant professor salary floor (\$43,500). The benefits package will be increased by one per cent of the current bargaining unit salary mass. The parties also negotiated a \$200,000 increase in the anomalies fund for faculty (\$400,000) and no loss to the librarian/archivist anomalies fund (\$5,000).

### Five More to Sever Ties with QAA

Five universities have joined the London School of Economics in announcing plans to splinter from Quality Assurance Agency inspections. University College London and the universities of Oxford, Cambridge, Edinburgh and Birmingham are the latest institutions to reject QAA assessments as a standard of academic review. The agency is funded by subscriptions from universities and colleges, as well as through contracts with the main funding bodies. David Triesman, Association of University Teachers' general secretary, has called for a rethink of the quality assurance framework and its burden of bureaucracy in higher education. "Of the estimated £250 million a year spending on 'accountability exercises' within higher education, the QAA is the worst offender," he said.

## Executive Committee

### Members for 2001-2002

CAUT's executive committee consists of the president, the vice-president, the past president, the treasurer, the chairs of the four standing committees and two members-at-large.

### Comité de direction 2001-2002

Le comité se compose du président, du vice-président, du président sortant, de la trésorière, des présidents des quatre comités permanents et de deux membres ordinaires.



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Tom Booth (Manitoba)  
Président



Vice-President  
Vic Catano (St. Mary's)  
Vice-président



Member-at-Large  
Greg Allain (Moncton)  
Membre ordinaire



Chair, AF&T  
Ian McKenna (Lethbridge)  
Président, CLUPE



Treasurer  
Shirley Mills (Carleton)  
Trésorière



Member-at-Large  
Loretta Czernis (Bishop's)  
Membre ordinaire



Chair, CBEC  
Michael Piva (Ottawa)  
Président, CNCAÉ



Past President  
Bill Graham (ret-Toronto)  
Président sortant



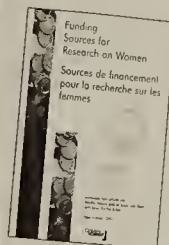
Chair, Librarians  
Chris Dennis (Memorial)  
Président, Bibliothécaires



Chair, SWC  
Edith Zorychta (McGill)  
Présidente, CSF



# Quick Reviews



## Funding Sources for Research on Women

Ottawa: Canadian Research Institute for the Advancement of Women, 2001; 124 pp; bilingual; paper \$20 ca.

So you're a community agency or women's organization and you want to find money for a research project? Or maybe you're an independent or academic researcher wanting to partner with the community and need to know what kind of funding might be out there?

Or perhaps you operate a resource library and are interested in the latest bilingual guide? This book lists 93 federal and provincial granting programs, foundations, research institutes and corporations open to giving money toward research on issues important to women's equality. It contains sources one would not necessarily think of in the long and hard search for funds. It also contains a section of recommended resources: publications, Internet sites and organizations which are gateways to further information about funding sources and how to access them. The guide also gives tips on writing successful proposals and offers a glimpse into how the funding game works.



## The Satellite Sex: The Media and Women's Issues in English Canada

Barbara M. Freeman. Waterloo: Wilfrid Laurier University Press, 2001; 362 pp; paper \$29.95 ca.

This study is the first book-length discussion about the ways in which the print and broadcast news media have covered women's issues in Canada. It is a feminist cultural studies analysis of an important time period in the history of Canadian women, 1966-1971. It was during this time that issues of concern to women across

the country were aired before a federal inquiry, the Royal Commission on the Status of Women, which issued its recommendations 30 years ago. Using the media coverage of the concerns women raised at the time, *Satellite Sex* demonstrates the strengths and weakness of journalism practice, and questions in particular the notion of professional objectivity. It finds that in the Canadian case, the ways in which the media covered women's issues were much more complex than previous, mostly American studies of the same era have revealed. Specifically, this book addresses the relationship between the commission and the media, the reporters' understandings of professional practice, and the ways in which they covered the issues as they came up at the hearings and were discussed in the commission's report. The issues included cultural understandings of both femininity and feminism; the meaning of equality for women in education, the work force and public life; new definitions of marital status, "working mothers" and reproductive freedom; and the specific goals and needs of aboriginal women. It also raises questions about the marginalization and loss of strong feminist voices in today's news media.

Quick Reviews produced from information supplied by publishers.

## Correction

In the April 2001 *Bulletin* article "Simon Fraser University Accused of Hiring Bias" David Noble was incorrectly identified as a professor of history at York University. In fact, David Noble is a professor of social science at York University. The *Bulletin* regrets the error.

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# The Rise & Fall of Management Fads in Higher Education

Management Fads in Higher Education: Where They Come From, What They Do, Why They Fail

Robert Birnbaum. San Francisco: Jossey-Bass, 2000; 287 pp; hardcover \$49.50 ca.

By TOM FAULKNER

THE culture of higher education is not kind to managers. Presidents, deans, department chairs, faculty committee heads, and others quickly learn the limits of their authority and realize that their influence depends on the grudging acceptance of others.

"I know I'm an evil," says one of Robert Birnbaum's academic managers to the faculty, "the question is whether I'm a necessary evil." (p. 202)

In this devastatingly wise text Robert Birnbaum explores the past 40 years of academic management and offers useful advice to those engaged in university politics: how to tell a "necessary" evil from an evil. Birnbaum was a university administrator between 1961 and 1978, then a professor of higher education, and has become a self-described apostate to the cause of making higher education more businesslike.

*Management Fads* is a delight to read: clearly argued, massively documented, and wittily presented. I found myself wanting to flourish my copy at senate and faculty meetings, pleading, "Table the motion and read this NOW!"

According to Birnbaum the first management revolution in higher education lasted from the start of the twentieth century to about 1960. It emphasized means rather than ends and its goal was to make higher education more businesslike.

Birnbaum's book is a critical study of the second management revolution that began around 1960 and continues today. It emphasizes ends rather than means and its goal is to make higher education more businesslike.

Birnbaum's critique of management fads is a study of the psychology of managers and an application of scholarly method.

First he carefully reviews each new solution to the ills of higher education: Program Planning Budgeting Systems (1960-1974), Management by Objectives (1965-1980), Zero-Base Budgeting (1970-1985), strategic planning (1972-1994), benchmarking (1979-present), etc.

Then he shows that each new approach is adopted because of its attractive internal logic while its empirical relevance to the university context and its em-

pirical results are routinely ignored. It is as if John Locke's first test of truth has been embraced as the sole basis of reason while the second test has been utterly neglected. Where else but in faculty politics and university administration could a university scholar get away with being so one-sided?

Birnbaum argues that managers in the business world ultimately have to face the facts of the market, and therefore must abandon fads which fail. But market forces for managers in the academic world operate much more slowly than they do in the business world, and so management fads linger on in higher education much longer than they should.

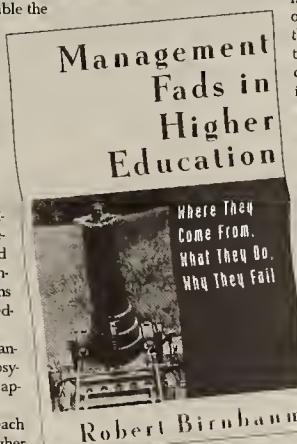
The answer is not to make the academic world more businesslike, says Birnbaum. The answer is to make the academic world more scholarly. Higher education should bring its scholarly skepticism to bear on management fads that tempt managers into supporting them because they sound rational and efficient. Scholarly managers should sift the fads for the kernel of truth that each contains, then abandon the chaff and add the kernels to the wealth of traditional practices that have helped the universities to survive years of wrong-headed enthusiasms.

Birnbaum offers sympathetic insights into the constraints on academic managers: "College and university managers live in a world in which others expect them to do things that make a difference, yet at the same time they find their discretion to act constrained by existing structures, ongoing routines, the professional prerogatives of others, the lack of staff resources, and the loose coupling that characterizes academic governance." (p.182)

But he is also pointed in his criticism of their motivations: "One of the reasons the outcomes of fad implementation are not usually seriously assessed may be that the real purpose of fads may not be to improve education but to attest to the influence of management, and nothing does that like adopting a system that requires people to modify their activities." (p.183)

And along the way Birnbaum leaves the heavy dose of documentation with wit. Before you go to your next strategic planning meeting, wouldn't you like to know what he means by "The Cat on the Toilet Seat Fallacy?" Buy the book. ■

Tom Faulkner is professor of comparative religion at Dalhousie University and president of the Dalhousie Faculty Association.



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## AGRICULTURE

**UNIVERSITY OF MANITOBA** — The Department of Food Science invites applications from qualified individuals interested in an Assistant Professor position in food chemistry. The successful candidate will develop a research program in the area of food carbohydrates, preferably with an interest in ingredients functionality in foods and in human health. The ITF approved undergraduate program in the Department leads to a B.Sc. Food Science degree. The successful candidate will teach undergraduate food chemistry, food analysis and a graduate carbohydrate chemistry course, advise students and support departmental activities. Multi-disciplinary research between departments and with other faculties in the university and other research institutions is encouraged. Participation in activities of the proposed Centre for Nutraceuticals and Functional Foods and the development of a close working relationship with St. Boniface Hospital Research Centre is anticipated. A PhD in Food Science, biochemistry or a closely related field with an interest in food carbohydrates is required. This currently vacant tenure-track position requires evidence of competence and commitment to excellence in teaching and research. Postdoctoral or industrial experience is highly desirable and the ability to sustain a research program with external funding is expected. Starting salary will be commensurate

with qualifications. The applicable salary range for an Assistant Professor is \$42,500.00 to \$55,000.00. The position is subject to final budgetary approval. The committee will start to consider applications May 31, 2001, and the anticipated starting date is September 1, 2001. A letter of application, along with resume, academic transcripts and names, addresses, telephone numbers and e-mail addresses of three professional references should be sent to: Dr. Richard A. Holley, Head, Department of Food Science, University of Manitoba, Winnipeg, MB R3T 2N2, Tel: (204) 474-5601, Fax: (204) 474-7630, e-mail: rich.holley@umanitoba.ca. Interested individuals may visit the Department of Food Science website for additional information at <http://www.umanitoba.ca/foodscience/>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

## ANIMAL SURGERY

**UNIVERSITY OF GUELPH** — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Small Animal Surgery at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree.



**Saint Mary's University**

Halifax, Nova Scotia, Canada

## Dean, Faculty of Arts

Saint Mary's University, founded in 1802, is a metropolitan university with international linkages throughout the world, while maintaining a strong commitment to the regional community. The University, located in Halifax, Nova Scotia, serves a student body of more than 11,500 full- and part-time students in the regular academic and summer sessions. A comprehensive undergraduate program and selected graduate programs are offered in the Faculties of Arts, Science, Education and Commerce. Saint Mary's University is committed to academic and research excellence, community and international outreach, public accessibility and fiscal responsibility.

Saint Mary's University is home to the largest undergraduate Arts Faculty in Nova Scotia. The Faculty is known for excellence in research and teaching, and is committed to preparing students for careers in law, the criminal justice system, medicine, journalism, teaching, public and foreign service, consulting and contract work, and participation in and understanding of the fine arts and cultural life. The Faculty includes programs in Anthropology, Asian Studies, Atlantic Canada Studies, Classics, Criminology, English, Geography, History, International Development Studies, Irish Studies, Linguistics, Modern Languages, Philosophy, Political Science, Psychology, Religious Studies, Sociology and Women's Studies.

The Dean of Arts should be a leader and visionary, able to present a direction for the Arts Faculty and represent its interests at the senior administrative level. The Dean is one of five Deans reporting to the Vice-President, Academic and Research. The successful candidate will have a demonstrated record of research and publication, a successful teaching record, experience in administration, should be able to work comfortably in an interdisciplinary setting, and champion the interests of both the Humanities and the Social Sciences. The successful candidate should have an appreciation for university advancement, fundraising and community involvement.

The initial six-year appointment is expected to commence either on September 1, 2001 or January 1, 2002. Please direct inquiries in confidence to the Search Committee for Dean of Arts, Office of the Vice-President Academic and Research, Saint Mary's University, Halifax, N.S. B3H 3C3 (e-mail: [vpacademic@stmarys.ca](mailto:vpacademic@stmarys.ca)). Deadline for applications is June 1, 2001.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University encourages application from women, aboriginal peoples, visible minorities and persons with disabilities.

## Answer to Homework!

From page A3. Exactly one of B and C is a knight. Suppose it were B. Then A did say that there was one knight among them. A could not have said this truthfully, for then there would have been two knights and the statement would have been a lie; nor could have A said this falsely, as there would then have actually been only one knight. So the hypothesis that B is a knight leads to a contradiction. Let us check out whether B could be a knave. This could have happened if A had truthfully said that there were two knights among them or if A had falsely said that there were some number other than one. Thus, B is a knave and C is a knight.

with qualifications. The applicable salary range for an Assistant Professor is \$42,500.00 to \$55,000.00. The position is subject to final budgetary approval. The committee will start to consider applications May 31, 2001, and the anticipated starting date is September 1, 2001. A letter of application, along with resume, academic transcripts and names, addresses, telephone numbers and e-mail addresses of three professional references should be sent to: Dr. Richard A. Holley, Head, Department of Food Science, University of Manitoba, Winnipeg, MB R3T 2N2, Tel: (204) 474-5601, Fax: (204) 474-7630, e-mail: rich.holley@umanitoba.ca. Interested individuals may visit the Department of Food Science website for additional information at <http://www.umanitoba.ca/foodscience/>. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

The college atmosphere in the Department of Clinical Studies is highly supportive of interactions between faculty in a variety of specialty disciplines. Faculty are viewed as our most important resource. Canadian citizens and permanent residents will be considered first for this position. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

**THE INOVA SCOTIA DESIGN OF ART AND DESIGN** — An Art History Division invites applications for a regular full-time appointment at the rank of Assistant Professor. Subject to budgetary and final approval of the Board of Governors, this is a three-year appointment, renewable for continuing appointments. Appointment Date: January 1, 2002. Review of Applications will begin August 15, 2001. The successful candidate will be expected to teach lecture and seminar courses — for both undergraduate and graduate students — in the history of nineteenth and twentieth century European, American,

Canadian and decorative arts, and in related contemporary theoretical issues. An ability to teach in non-Western areas would be considered an asset. Course preparation will involve liaison with faculty members in the Craft Division who teach studio courses in ceramics, jewellery, metalworking, and textiles. The Art History Division provides courses for studio major programs and also offers a newly established major program in art history. Enthusiasm for teaching students who are majors in studio art history and for enriching the art history major will, therefore, be expected. In addition to teaching responsibilities, the successful candidate will be expected to contribute to the general functioning of the College through service on committees and to be involved in significant professional research in the history of craft and decorative arts. The successful candidate will have a PhD or equivalent. Successful teaching at the post-secondary level will be considered an asset. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. The Nova Scotia College of Art and Design, founded in Halifax in 1887, is one of North America's outstanding universities for the study, practice and teaching of art, craft and design. The programs of the College prepare students to enter professional life as artists, craftspeople, communication designers, environmental planners, and art educators. Currently there are over 500 students enrolled. This notice is directed to Canadian citizens and permanent residents of Canada. Recruitment and hiring practices are in accordance with Article 5 of the Collective Agreement between the Faculty Union and the Board of Governors which is committed to non-discrimination. Applicants should include a current curriculum vitae and the names and addresses of three referees. Please direct applications to: Dr. Kenneth Gaudin, Moneychuck, Office of the Vice-President (Academic), Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, NS B3J 3J6, fax: (902) 425-4664.

## ATMOSPHERIC SCIENCE

**DALHOUSIE UNIVERSITY** — Faculty position in Atmospheric Science. In addition to the position of the Canadian Research Chair II, that was advertised recently, the Atmospheric Science Program is inviting applications for a probationary tenure track assistant professor position in atmospheric science starting July 1, 2001. Excellent candidates with research expertise in atmospheric radiation, remote sensing, cloud physics, aerosol physics and climate are especially encouraged. All applicants should have a strong interest in both undergraduate and graduate teaching, supervising graduate students, as well as demonstrated excellence in their field of scholarly research. The Oshroff atmospheric science group has built a reputation as a leader in atmospheric physics in Canada. Research focuses on aerosols, clouds, radiation,

air-sea interaction, climate and atmospheric chemistry. In addition to having a strong oceanography department, the presence on campus of the Atlantic Environmental Prediction Research Initiative, a division of the Meteorological Service of Canada, as well as the neighbouring Bedford Institute of Oceanography, has brought together a large and active pool of ocean and atmospheric scientists. More information about the Atmospheric Science Group is available on the worldwide web at: <http://www.atm.dal.ca>. Applicants for this position should possess a PhD or equivalent and post-doctoral experience in a relevant discipline. All applicants will be considered until the position is filled. The University encourages applications from qualified Aboriginal peoples, persons with disabilities, racially visible persons and women. Please send a curriculum vitae, a statement of research interests, copies of two publications and the names of three referees to: Prof. Mike Lohmann, Atmospheric Science Search Committee, Department of Physics, Dalhousie University, Halifax, NS B3H 3J5, Canada.

## BIOLOGY

**MCGILL UNIVERSITY** — The Department of Biology seeks to hire an Ecosystem/Community ecologist working on the importance of biodiversity to the stability and functional integrity of ecological processes (e.g., energetics, nutrient cycling, N-fixation, decomposition). The position is needed to maintain strength in ecosystem ecology, and to teach in the Biology core program in basic ecology. Applicants should submit a CV, statement of research and teaching objectives, and 3 letters of reference to: Louise Sabat, Chair's Secretary, Department of Biology, McGill University, 1205 Doctor Penfield Ave., Montreal, Quebec, H3A 1B1, Canada. The deadline for applications is June 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

**THE UNIVERSITY OF NEW BRUNSWICK** — The Department of Biology, Fredericton invites applications for a tenure-track position in Quantitative (Animal) Ecology at the level of Assistant Professor, effective November 1, 2001 which will be cross-appointed with the Canadian Rivers Institute (CRI). Exceptional candidates may be considered at a higher level. The successful candidate is expected to develop a strong research program in one or more of the following areas: food web dynamics, population ecology, community ecology in natural and managed ecosystems, limnology, stable isotope sci-



## Academic Head Department of Foundation Studies

The Alberta College of Art & Design (ACAD), as part of its five-year plan of academic and curriculum renewal and restructuring, is seeking applications for the position of Academic Head of the Department of Foundation Studies.

### Overview

This faculty position is a senior academic role and reports to the Vice-President Academic. As a member of the College's Academic Executive, the position of Academic Head of the Department of Foundation Studies is expected to play a key role of academic leadership.

The successful applicant will be one who understands the challenges of end and has the capability to develop new approaches to foundation curriculum and who can address the changing educational requirements and diverse learning needs required to prepare a student for degree level study whether in Design, the Fine Arts or the College's new program of Media Arts & Digital Technologies.

This position will therefore be occupied by an active practitioner, one who is acutely aware of and maintains a thorough understanding and knowledge of the changing contexts of practice and theory and the demands that surround studio based programs whether in Design or the Fine Arts or New Media.

In addition to the key administrative responsibilities associated with the position, the position will involve some teaching duties, as well as an expectation of continuing and ongoing activity in research and/or creative activities.

As the Academic Head of the Department of Foundation Studies, the primary responsibilities will be:

- Defining the direction of the Foundation program to reflect and respond to current and future practical, theoretical and pedagogical developments in studio based visual art and design practice;
- Develop policies and proposals for program change, development and implementation to reflect and respond to the learning needs of students preparing to study for a degree, whether in Design, the Fine Arts or in New Media and Digital Technologies;
- Maintaining the highest standards of teaching within the Department; and
- Maintaining an active and current understanding of all the subject areas associated with the College's two Bachelors Degree programs — the Bachelor of Design and the Bachelor of Fine Arts.

### Qualifications

The successful applicant will have an MFA degree or in exceptional circumstances the equivalent in educational and professional experience, and five years of college/university level teaching experience. The applicant must also have an ongoing and active studio and/or research practice.

### Remuneration

Salary will be based on qualifications and experience.

### Application Deadline

This appointment will begin September 1, 2001. Those interested in the position should have a letter of application, a current CV, evidence of satisfactory teaching, slides of work/portfolio or sample publications and three letters of reference sent by no later than June 1, 2001 to: Lauren Linnell, Human Resources, Alberta College of Art & Design, 1407-14th Avenue NW, Calgary, Alberta T2N 4R3.

For further information concerning this position, contact Jim Ulrich, Vice-President Academic, at (403) 284-7684 or email [james.ulrich@acad.ab.ca](mailto:james.ulrich@acad.ab.ca).

The Alberta College of Art & Design is an equal opportunity employer.



# CAREERS CARRIÈRES

ence, or related fields. Candidates must have a PhD in a relevant field and some post-doctoral or equivalent experience, and will be expected to teach 1-2 courses (graduate and undergraduate, non-parametric, univariate and multivariate) for upper level undergraduate and graduate students. A well known research group in the area of ecology. The Department of Biology has a variety of ecologists working in terrestrial and aquatic ecosystems. The Department offers well-equipped facilities including aquatic laboratory space, electron microscopy equipment, and the stable isotopes in Nature laboratory with modern IRMS and EA. The recently formed CRI has a strong emphasis on interdisciplinary research and graduate training with a particular focus on new ecosystems, impact assessment and conservation biology. It is expected that the successful candidate will complement the group of researchers in the CRI, and will collaborate in future research projects. Additional information on the Department can be found at the UNB web site: <http://www.unb.ca/departement/biologie/>. Applicants should send their CV, relevant publications, and a statement of research and teaching interests, and arrange to have three letters of references sent to: Prof. T.G. Dewar, Department of Biology, University of New Brunswick, Bag Service 4517, Fredericton, NB, Canada, E3B 6E1; phone: 506-535-5853, fax: 506-535-5853, email: [biologie@unb.ca](mailto:biologie@unb.ca). Applications for this position must be received by May 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity and encourages applications from all qualified individuals.

**THE UNIVERSITY OF NEW BRUNSWICK — The Department of Biology, Fredericton** invites applications for a tenure-track position at the rank of Assistant Professor (exceptional candidates will be considered at the level of Associate Professor) for a candidate applying molecular tools to algal research. The successful applicant will join an active and growing interdisciplinary team. Research interests include molecular aspects of algal research. Applicants with research interests in molecular systems and biodiversity of phytoplankton will receive preference. Applicants applying molecular tools to algae will be considered. Information on the Department can be found at the UNB Web Site: <http://www.unb.ca/departement/biologie/>. The successful applicant will be expected to establish a strong externally funded research program and contribute to graduate student training and supervision. The successful candidate contributes towards team-teaching of our first year Biology for majors and upper level Physiology courses are also expected. Candidates should have a PhD and a strong commitment to research and teaching. Post-doctoral experience would be an asset. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and arrange to have three letters of reference to: Prof. T.G. Dewar, Chair, Department of Biology, University of New Brunswick, Fredericton, NB, E3B 6E1, phone: 506-535-5853, fax: 506-535-5853, email: [biologie@unb.ca](mailto:biologie@unb.ca). Closing date for receipt of applications is May 31, 2001. Review of applications will start on November 1, 2001, and will continue until the position is filled. The earliest effective date for this position is November 1, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to employment equity and encourages applications from all qualified individuals.

## BUSINESS

**UNIVERSITY OF MANITOBA — I.H. Asper School of Business.** Applications are invited for a tenure-track position in Finance. Rank is at the Assistant Professor level. PhD or DBA completed or very near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. Salary is competitive and will depend on qualifications, experience and research record. The I.H. Asper School of Business is accredited by AACSB. Appointment date is open and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Please send your application letter with a current CV, evidence of teaching effectiveness and description of research to: Dr. David A. Stangland, Department Head, Department of Accounting and Finance, I.H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, R3T 5V6, (204) 474-9362. Representatives will be available for information meetings at the following addresses: FMA (Dr. Stangland), NEA (Possible), AFA (Possible), ASAC (Possible). Applications will be accepted until the position is filled. Review of applications will begin after June 15, 2001.

**UNIVERSITY OF MANITOBA — I.H. Asper School of Business.** Applications are invited for at least three tenure-track positions in all areas of accounting: managerial, financial, auditing, taxation, and accounting information systems. Rank is at the Assistant Professor level. PhD or DBA completed or very near completion required. Duties include teaching at the undergraduate and graduate levels, research and service. The I.H. Asper School of Business is AACSB accredited and the accounting program is accredited by the Society of Management Accountants of Canada (SAC). Salary level depends on qualifications, experience and research record. Research support is provided for new faculty members. Appointment date is open and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Please send your application letter with a current CV, evidence of teaching effectiveness and description of research to: Dr. David A. Stangland, Department Head, Department of Accounting and Finance, I.H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, R3T 5V6, (204) 474-9362. Representatives will be available for information meetings at the CAAA and ASAC conference. Applications will be accepted until positions are filled. Review of applications will begin after June 15, 2001.

**UNIVERSITY OF MANITOBA — I.H. Asper School of Business.** Applications are invited for a tenure-track position in the area of Management Information Systems (MIS) in the Department of Accounting and Finance. Rank is at the Assistant Professor level. PhD completed or very near completion required. An applied orientation and/or industry experience is desirable. Duties include teaching at the undergraduate and graduate levels, research and service. Salary is competitive and will depend on qualifications, experience and research record. The I.H. Asper School of Business is accredited by the AACSB. Appointment date is open and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Please send your application letter with a current CV, evidence of teaching effectiveness and description of research to: Dr. David A. Stangland, Department Head, Department of Accounting and Finance, I.H. Asper School of Business, University of Manitoba, Winnipeg, Manitoba, R3T 5V6, (204) 474-9362. Applications will be accepted until the position is filled. Review of applications will begin after June 15, 2001.

## CANON LAW

**SAINTE PAUL UNIVERSITY, Ottawa — Faculty of Canon Law** is seeking applications for the position of full-time lecturer of canon law for a tenure-track position effective August 1, 2001. Qualifications: ecclesiastical graduate degree in theology, a doctorate in canon law, specialization in marriage law, marital and total jurisdiction, good knowledge of the 1983 Code of Canon Law and of the 1990 Code of Canons of the Eastern Churches; ability to teach in both English and French. Preference will be given to the candidate who has already a few publications to his or her name. This is a requirement to become a member of the Faculty of Graduate and Postdoctoral Studies of the University of Ottawa which in turn is a condition for the direction of doctoral dissertations. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Paul University is committed to employment equity. Applications, along with the candidate's curriculum vitae, are to be sent to Dean Roch Page, Faculty of Canon Law, Saint Paul University, 223 Main Street, Ottawa, DK, K1S 1C4. Deadline May 22, 2001.

**SAINTE PAUL UNIVERSITY, Ottawa — Faculty of Canon Law** is seeking applications for the position of full-time lecturer of canon law for a tenure-track position effective August 1, 2001. Qualifications: ecclesiastical graduate degree in theology, a doctorate in canon law, specialization in marriage law, marital and total jurisdiction, good knowledge of the 1983 Code of Canon Law and of the 1990 Code of Canons of the Eastern Churches; ability to teach in both English and French. Preference will be given to the candidate who has already a few publications to his or her name. This is a requirement to become a member of the Faculty of Graduate and Postdoctoral Studies of the University of Ottawa which in turn is a condition for the direction of doctoral dissertations. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Paul University is committed to employment equity. Applications, along with the candidate's curriculum vitae, are to be sent to Dean Roch Page, Faculty of Canon Law, Saint Paul University, 223 Main Street, Ottawa, DK, K1S 1C4. Deadline May 22, 2001.

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Saskatchewan Indian Federated College

## Faculty Positions Regina Campus

The SIFC Science Department is inviting applications for four faculty positions reporting directly to the Department Head of the Science Department, subject to budgetary approval:

### Mathematics & Statistics

This is a probationary (permanent-track) position at the Assistant Professor level. The successful candidate will have a PhD from an accredited institution in Mathematics or Statistics. Having William Lowell Putnam Competition in Mathematical Problem Solving would be an asset. Fluency in a First Nations language is desirable. Preference for this position will be given to First Nations candidates with good experience in teaching and research. Starting date is August 1, 2001.

### Physics

This is a term position at the Lecturer level. Applicants must possess a minimum of a Master's degree from an accredited institution in Science or Engineering. In addition to physics, candidates would be expected to teach mathematics at the introductory undergraduate level. Starting date is August 1, 2001.

### Indian Health Studies

This is a probationary (Permanent track) position at the Lecturer or Assistant Professor level. In addition to Indian Health Studies, candidates would be expected to teach Health Administration and Environmental Health Communications courses at all levels. Preference for this position will be given to candidates with extensive contacts with both the Aboriginal community as well as public and private organizations. Good proposal writing skills are desirable. Normal expected date would be August 1, 2001.

### Mathematics/Computer Science

This is a probationary (Permanent track) position at the Assistant Professor level. Applicants should hold a PhD from an accredited institution in Mathematics or Statistics with a strong background in Computer Science. Demonstrated excellence in teaching in all university levels and research is required. In addition to Mathematics, candidates would be expected to teach Computer Science courses at the introductory level. Consideration will be given to candidates with experience in teaching First Nations Students. Starting date is August 1, 2001.

Preference will be given to First Nations applicants (S.H.R.C.#6-93-130). Please indicate your First Nations Status on your covering letter. Relocation assistance will be provided if necessary. Interested applicants should forward their curriculum vitae via fax or email by June 11, 2001 to:

Dr. Nazih Noureddin  
SIFC Science Department  
Rm. 118, College West Bldg.  
University of Regina  
Regina, SK S4S 0A2  
Phone: (306) 779-6307  
Fax: (306) 585-1289  
Email: [noureddin@silc.edu](mailto:noureddin@silc.edu)

requirement to become a member of the Faculty of Graduate and Postdoctoral Studies of the University of Ottawa which in turn is a condition for the direction of doctoral dissertations. Salary will be commensurate with qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Paul University is committed to employment equity. Applications, along with the candidate's curriculum vitae, are to be sent to Dean Roch Page, Faculty of Canon Law, Saint Paul University, 223 Main Street, Ottawa, DK, K1S 1C4. Deadline May 22, 2001.

## CELL BIOLOGY

**UNIVERSITY OF ALBERTA — The Department of Cell Biology**, Faculty of Medicine and Dentistry invites applications for a tenure-track position at the assistant/associate professor level. We seek an individual who will complement and extend our existing strengths in research on cell signalling, cell cycle, protein targeting and organelle biogenesis, and cell-cell interactions. Applicants should have a PhD, a proven record of research achievement and will be expected to apply for funding from the Alberta Heritage Foundation for Medical Research. The successful candidate will be expected to carry on an independent research program, but will also have the opportunity for collaborative interactions with several multidisciplinary research groups within the University. A commitment to the Department's teaching program will also be expected. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf to: Dr. Richard Ruchalski, Chair, Department of Cell Biology, 5-14 Medical Sciences Building, University of

## Lakehead UNIVERSITY

### Tenure-Track Positions Faculty of Business Administration

The Faculty of Business Administration invites applications for the following two positions:

A tenure-track position in the area of **Finance**. Candidates should hold or have nearly completed a PhD in Finance (or related area) with demonstrated potential to conduct research and teach effectively in this field, also.

A tenure-track (or term appointment) position in the area of **Information Systems**. Candidates should have a graduate degree in information systems or related area, preferably a PhD (or in progress) and relevant experience in research and teaching. Preferred candidates must be able to teach undergraduate courses in the area of: networking, programming languages and data communication.

Rank and salary are dependent on qualifications and experience. This appointment will commence on August 1, 2001 subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to:

Dr. Bahram Dadgostar, Dem  
Faculty of Business Administration  
Lakehead University  
Thunder Bay, Ontario, Canada, P7B 5E1

*In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.*

## Institut de cardiologie de l'Université d'Ottawa

### PROFESSEUR AGRÉGÉ OU PROFESSEUR ADJOINT EN BIOMATÉRIAUX ET EN IMAGERIE BIOMÉDICALE

En prévision du lancement d'un nouveau programme scientifique d'appareils médicaux et d'ingénierie médicale à l'Université d'Ottawa, des demandes sont acceptées pour pourvoir à deux postes menant à la promotion de professeur agrégé ou de professeur adjoint. Ce programme sera instauré grâce à la collaboration des facultés de génie, de médecine et des sciences de la santé de l'Université d'Ottawa ainsi que d'autres universités. Le titulaire du poste en biomatériaux travaillera dans le Département de génie chimique et le titulaire du poste en imagerie biomédicale travaillera à l'École d'ingénierie et de technologie de l'information. Ces deux services relèvent de la Faculté de génie. Les deux titulaires seront professeurs adjoints à la Chaire de recherche - Instruments médicaux, de la Division des appareils cardiovasculaires, à l'Institut de cardiologie de l'Université d'Ottawa.

L'Institut de cardiologie de l'Université d'Ottawa est un établissement universitaire de santé dévoué à la promotion de la santé cardiovasculaire, à la prévention de la maladie, au traitement et à la réadaptation des soins aux patients, de la recherche et de l'éducation. L'Université d'Ottawa a la réputation de consacrer la ville d'Ottawa, en Ontario, comme chef de file internationale dans le domaine des appareils médicaux, et plus particulièrement dans le domaine des dispositifs d'assistance cardiaque, de la télé-médecine, de la biotélémétrie et de la régulation des appareils médicaux. La Chaire de recherche - Instruments médicaux, est un programme multidisciplinaire et multidisciplinaire unique en son genre, qui a été établi en 1998. Il est la plaque tournante de la formation et de la recherche collective multidisciplinaire menant à de nouvelles connaissances ainsi qu'à des développements technologiques innovateurs pouvant entraîner des retombées commerciales importantes. La Chaire a décroché des fonds importants pour la recherche et la formation relative aux appareils médicaux. Or Toly Mussivand, une sommité dans son champ d'expertise, en est le président.

La Faculté de génie compte plus de 2 500 étudiants de premier cycle, ainsi que 400 étudiants de deuxième cycle et un corps enseignant composé de 90 membres. On y offre une fourchette complète de diplômes au niveau du baccalauréat, de la maîtrise et du doctorat, dans les domaines suivants: génie électrique, génie informatique, génie logiciel, génie chimique, génie mécanique, génie civil et génie biomédical. Les perspectives de collaboration avec les firmes et les établissements de technologie de l'information et de santé d'Ottawa sont considérées les meilleures au pays. Ottawa et la région de la capitale nationale offrent une gamme exceptionnelle d'activités culturelles et récréatives.

La personne choisie pour le poste de professeur adjoint en biomatériaux détendra un baccalauréat et un doctorat en génie chimique, avec spécialisation en biomatériaux, ou dans un domaine connexe. Cette personne est fortement engagée envers l'enseignement (premier et deuxième cycles), la formation et la recherche. Les candidats doivent avoir fait leurs preuves dans certains domaines des biomatériaux, en particulier en ce qui a trait à la découverte ou à l'utilisation de nouveaux matériaux pour le traitement de maladies, leurs propriétés et leurs effets sur l'homme. Les responsabilités d'enseignement du titulaire seront en génie chimique. Cette personne devra également élaborer et entretenir un programme de recherche innovateur, grâce à une aide financière extérieure, démontrer son rendement académique par l'entremise de publications et nouer des rapports efficaces avec le milieu industriel, dans les domaines de recherche relevant de la Chaire de recherche - Instruments médicaux.

La personne choisie pour remplir le poste de professeur adjoint en imagerie biomédicale détendra un doctorat en imagerie biomédicale et un baccalauréat en informatique, en génie électrique ou dans un domaine étroitement lié. Cette personne est fortement engagée envers l'enseignement (premier et deuxième cycles), la formation et la recherche. Les candidats doivent avoir fait leurs preuves dans les domaines de l'imagerie biomédicale et de l'informatique, tout particulièrement en ce qui a trait aux méthodes techniques diagnostiques. Les responsabilités d'enseignement du titulaire seront conformes aux programmes offerts par l'École d'ingénierie et de technologie de l'information. Cette personne devra également élaborer et entretenir un programme de recherche innovateur, grâce à une aide financière extérieure, démontrer son rendement académique par l'entremise de publications et nouer des rapports efficaces avec le milieu industriel, dans les domaines de recherche relevant de la Chaire de recherche - Instruments médicaux.

La maîtrise des deux langues officielles (anglais/français) et de l'expérience dans le milieu industriel sont des atouts. Ses compétences passives pour la lecture et la compréhension du français sont requises pour la permanence. Les personnes nommées qui détiennent un diplôme en génie devront obtenir le titre d'ingénieur professionnel enregistré avant d'accéder à la permanence.

Vous êtes priés de faire parvenir votre demande au plus tard le 1<sup>er</sup> juillet 2001. Les postes seront disponibles le 1<sup>er</sup> janvier 2002, ou plus tôt, dépendant de la disponibilité des candidats.

Les personnes qui souhaitent poser leur candidature sont priées de faire parvenir un curriculum vitae complet et à jour, une proposition de recherche de une page ainsi qu'une liste de trois références incluant leur adresse, leurs numéros de téléphone et de télécopieur ainsi que leur adresse de courriel, à l'attention de:

Madame Tysser Aboulmar, PhD, Ing.  
Doyenne, Faculté de génie  
Université d'Ottawa  
Ottawa (Ontario) Canada K1N 6N5  
Téléphone: (613) 562-5800, poste 6175  
Télécopieur: (613) 562-5174  
Par courriel: [aboulmar@engineering.ottawa.ca](mailto:aboulmar@engineering.ottawa.ca)  
[www.eng.ottawa.ca](http://www.eng.ottawa.ca) (Faculté de génie)  
[www.ottawaheart.ca](http://www.ottawaheart.ca) (Institut de cardiologie de l'Université d'Ottawa)

Conformément aux règlements canadiens sur l'immigration, cette annonce s'adresse d'abord aux citoyens canadiens et aux résidents permanents. L'équité est de rigueur à l'Université. L'Université d'Ottawa encourage fortement les femmes à présenter leur candidature.





# CAREERS CARRIÈRES



**Memorial**  
University of Newfoundland

## Canada Research Chair (Tier II) in Human Nutrition Biochemistry Department & Janeway Child Health Centre

The Biochemistry Department and the Janeway Child Health Centre are searching for a scientist (PhD and/or MD) to fill a tenure-track, Tier II Canada Research Chair in the research area of either pediatric or maternal nutrition. Preference will be given to applicants in the area of pediatric nutrition. Applicants studying humans or appropriate animal models will be considered. Applicants should have the potential to lead in their research fields. Appointment will be made at the rank appropriate to the candidate's qualifications. The candidate will be expected to teach undergraduate students, foster multidisciplinary approaches to research questions and develop a vigorous graduate student research and teaching program.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, vibrant cultural life, and easy access to a wide range of outdoor activities. Additional information about the position, the University and St. John's can be found at [www.mun.ca/research/crc/human\\_nutrition.shtml](http://www.mun.ca/research/crc/human_nutrition.shtml). Further information about the Biochemistry Department can be found at [www.mun.ca/biochem](http://www.mun.ca/biochem). Details of Canadian Research Chairs can be found at [www.chairs.gc.ca](http://www.chairs.gc.ca). Memorial University is part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities. Memorial University is an equal opportunity employer. There is no restriction with regard to nationality or residence.

The review of applications will begin 31 May 2001 and continue until a qualified candidate is found. Interested persons should send a resume, a statement of specific research interests and the names and addresses of three academic referees to:

Dr. J.T. Brosnan, Professor and Head Department of Biochemistry  
Memorial University of Newfoundland  
St. John's, Newfoundland, Canada A1B 3X9  
Telephone: (709) 737-8529  
Fax: (709) 737-2422  
E-mail: [jbrosnan@mun.ca](mailto:jbrosnan@mun.ca)



**Grant  
MacEwan  
College**

## Instructors Bachelor of Commerce/ Bachelor of Management

The University Transfer, Bachelor of Commerce/Bachelor of Management Programs in the Business Division invites applications for two continuing positions commencing July 1, 2001. Responsibilities include teaching introductory and intermediate university level courses in at least two of the following fields: Accounting, Financing, Marketing, Organizational Behavior.

Candidates should have an MBA (or equivalent professional designation), PhD (completed or near completion) in related discipline preferred. Previous post-secondary teaching experience would be an asset with specialization in at least two of the above fields.

Applications should include a curriculum vitae, a statement of teaching philosophy and graduate transcripts. Candidates should also arrange for three letters of reference to be submitted under separate cover. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Salary: Based on education and experience.

Closing Date: Tuesday, May 15, 2001 at 4:30 pm.

Quote Competition No.: 01.03.055

Grant MacEwan College thanks all applicants for their interest in employment, however, only those selected for interviews will be contacted.

Grant MacEwan College employment opportunities can be viewed by visiting our website at [www.gmcc.ab.ca](http://www.gmcc.ab.ca). Click on Staff and quick links.

Apply to:  
Human Resources Department  
Grant MacEwan College  
Jasper Place Campus  
Room 420, 10045-156 Street  
Edmonton, Alberta  
T5P 2P7  
FAX: (780) 497-5430  
PHONE: (780) 497-5434  
E-mail: [richardson@admin.gmcc.ab.ca](mailto:richardson@admin.gmcc.ab.ca)

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Alberta, Edmonton, Alberta T6G 2H7 Canada. Deadline for receipt of applications is July 31, 2001. Further information about the position and department can be obtained at [www.ualberta.ca/biology](http://www.ualberta.ca/biology). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

#### CHEMISTRY

**UNIVERSITY OF VICTORIA** — The Department of Chemistry invites applications from outstanding individuals to be nominated for a Canada Research Chair "Tier Two" in the general area of molecular/supramolecular photochemistry. This includes, but is not restricted to, areas such as the study of photochemical reactivity and dynamics of small and/or large molecules and molecular assemblies, interfacial photochemistry and photobiology, applied photochemistry and photobiotechnology. The position is at "Tier Two", for an exceptional scientist at an earlier career stage. The successful candidate will be provided with a teaching and research stream appointment, and appointed at a suitable rank, as appropriate, teach at both undergraduate and graduate levels, and develop a dynamic and creative research program that attracts external funding from NSERC and other funding agencies. The appointee will join a research group in the Department of Chemistry that has established an international reputation for excellence in research in supramolecular photochemistry, photobiology, and photobiotechnology. The equipment is available for advanced research in these and related areas. Over the next decade, the Department will undergo a faculty renewal program that will greatly expand and improve its research strength and capacity. The Canada Research Chair appointment is a vital part of this faculty renewal process. Applications are invited without regard to nationality or location. Applicants should submit a curriculum vitae and a statement of research interests and plans, and should arrange for four letters of recommendation to be sent to: Dr. Peter Wan, Chair, Department of Chemistry, University of Victoria, PO Box 3605 STN CSC, Victoria BC, Canada V8W 2Y2. Review of applications will begin June 1, 2001 and will continue until the position has been filled. The University of Victoria is an employer of choice and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. Information about the University and the Department of Chemistry can be found on the web at <http://www.chemistry.uvic.ca>. Information about the Canada Research Chairs Program is available at <http://www.chairs.gc.ca>. The University of Victoria is situated in one of the most beautiful natural settings in the world, and has easy access to Vancouver and Seattle.

**UNIVERSITY OF VICTORIA** — The Department of Chemistry invites applications from outstanding women to be nominated for a NSERC University Faculty Award (UFA). The award is consistent with a tenure-track assistant professorship beginning July 1, 2002. Individuals with expertise in any area of chemistry are encouraged to apply although preference will be given to those with expertise that will complement existing strengths in the Department (low molecular weight, high molecular weight, and preferably post-doctoral experience). The UFA nomination requires that the nominee must be a Canadian citizen or a permanent resident of Canada on November 1, 2001. The appointee will be expected to teach at both undergraduate and graduate levels and develop a dynamic and creative research program that attracts external funding from NSERC and other funding agencies. The Department of Chemistry offers various undergraduate programs leading to the B.Sc. degree as well as M.Sc. and Ph.D. programs. The department is well-equipped with a variety of teaching and research instrumentation, ranging from high-field NMR, high-resolution mass spectrometry, and a teaching doublet and second laser systems. Candidates should submit a curriculum vitae, a detailed research proposal (including a summary), and a teaching dossier or equivalent document to: Dr. Peter Wan, Chair, Department of Chemistry, University of Victoria, PO Box 3605 STN CSC, Victoria BC, Canada V8W 2Y2 (E-mail: [petwan@uvic.ca](mailto:petwan@uvic.ca)). The candidate should provide the names and complete addresses (fax and e-mail) of three or more people able to act as referees. Review of applications will begin June 1, 2001.

#### COMPUTER SCIENCE

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Computer Science is seeking applications for up to four limited term positions at the level of Lecturer or Assistant Professor for the 2001/2002 academic year. Candidates should have an MSc or PhD in Computer Science or related field and have experience teaching Computer Science courses at the undergraduate university level. Duties include course development and delivery (including the preparation of lectures and course materials), setting of assignments and examinations, marking and course administration and some participation in academic committees (undergraduate counselling and outreach). Candidates should be able to work effectively with other faculty on multi-section courses, be able to teach large enrollment classes and supervise teaching assistants for such courses. Salary and rank shall be commensurate with experience. Normal faculty benefits apply. The deadline for applications is July 4, 2001. The appointments commence September 1, 2001 and run to August 31, 2002. Applications should be sent to: Dr. Simon Fraser, Chair, Department of Computer Science, The University of Western Ontario, Middlesex College, London, Ontario, N6A 5B7; e-mail: [chairs@uwo.ca](mailto:chairs@uwo.ca). Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.



## Simon Fraser University Tenure-Track Faculty Positions Fisheries Science & Management

In conjunction with funds from a Canada Research Chair and the Canada Department of Fisheries and Oceans, the School of Resource and Environmental Management at Simon Fraser University is expanding its research and teaching program in Fisheries Science and Management. The School intends to fill two tenure-track faculty positions, one as an Assistant Professor, the other as an Associate or Full Professor. We invite applications from PhD scientists who have research experience in at least one of the following areas:

- (1) Ecosystem-based management: incorporating ecosystem considerations (e.g. bycatch, multispecies interactions, habitat changes, spatial dynamics, or climatic changes) into stock assessment models and fisheries management strategies or policy; or
- (2) Aquatic conservation: including topics such as the science of marine protected area design, the analysis of changing marine or freshwater habitats, or the development of ecosystem-based reference points.

A strong quantitative background in fish stock assessment and simulation modeling is considered an asset for both positions. Successful candidates will teach graduate and undergraduate courses, supervise students, and conduct research in a dynamic, multidisciplinary graduate school. Relevant teaching experience is desirable.

Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. Canadians and permanent residents will be given preference, however, non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Applicants should send a Curriculum Vitae, transcripts, samples of relevant reprints, and immediately request three referees to send confidential letters of recommendation directly to:

Dr. Peter Williams, Director  
School of Resource & Environmental Management  
Simon Fraser University  
Room 9677 Shrum Classroom Bldg.  
8888 University Drive  
Burnaby, B.C., Canada V5A 1S6  
Tel: (604) 291-3074  
Fax: (604) 291-4968  
E-mail: [rcm@sfu.ca](mailto:rcm@sfu.ca)  
Website: <http://www.rcm.sfu.ca>

The closing date is 29 June 2001. It is important that we receive all application materials, including references, by this date.

is committed to employment equity and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities.

**UNIVERSITY OF ALBERTA — Computer Science Department.** Do you have a commitment to push the frontiers of computing research in one of the most rapidly growing fields in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the Capital of Alberta. We are a department of the most vibrant province in Canada's west. We have ten established research laboratories, including Algorithms, Artificial Intelligence, Computer Vision and Multimedia Communications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In a, and a new billion-dollar computing research research laboratory ([www.aber.ab.ca](http://www.aber.ab.ca)). Our current complement of 42 regular faculty work within a department of about 32 support staff, 40 graduate students, and 100 visiting students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-achieving computer science students to complement our strengths in all areas above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborating with existing faculty on the sub-disciplines. Candidates should have, or be at the completion stage of, a B.Sc. degree in Computing Science, and a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the undergraduate level. We are seeking a full-time assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. The program that is a congenial and supportive of new PhDs with the challenge to help you of your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university in a province that has the fastest economic growth in the country, and we enjoy strong collaboration with local industry. Our department's main open but suitable candidates are chosen. Find further details about us at [www.ualberta.ca](http://www.ualberta.ca) and your curriculum vitae, and the names and addresses of three referees to: E. Everett, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2G1; e-mail: [everett@ualberta.ca](mailto:everett@ualberta.ca). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

#### DENTISTRY

**THE UNIVERSITY OF ALBERTA** — Department of Dentistry is conducting a search to fill a full-time faculty position in Oral and Maxillofacial Pathology and Oral & Maxillofacial Radiology. Ideally, the successful applicant would have an interest in at least two of these areas. Major responsibilities include pre- and post-operative diagnosis and clinical teaching in the areas of oral medicine/oral pathology, oral diagnosis and oral and maxillofacial radiology. Applicants must have a D.D.S./M.D. degree and graduate degree in the Master's level. Formal advanced education in a dental diagnostic science is desirable. The position is available July 1, 2002. Academic rank, track (clinical or tenure), and salary will be commensurate with education and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants are asked to forward their curriculum vitae and the names and addresses of three referees by May 31, 2001 to: Dr. G. Wayne Babron, Associate Dean and Chair, Department of Dentistry, Faculty of Medicine and Dentistry, University of Alberta, Room 3036 - Dentistry/Pharmacy Center, Edmonton, Alberta, T6G 2N6. Fax: (780) 422-7538. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

#### DESIGN

**YORK UNIVERSITY** — The Department of Design, Faculty of Fine Arts, invites applications for three tenure track positions from candidates who want to shape design research and push new ideas for design leadership roles in the information age. The Department of Design is one of six departments within the Faculty of Fine Arts at York University in Toronto — the third largest university in Canada, with over 35,000 students. The Bachelor of Design degree is offered as part of a joint program in design with Sheridan College. Our design research and design institutions in North America for graphic design, animation and technology. Our undergraduate curriculum focuses on all aspects of Design Studies, Communication Design, Information Design, and Interactive Multimedia systems. These appointments offer one of the most unique and challenging opportunities in North America to any candidate who wants to help develop the new taxonomy for design research, create innovative graduate programs in design, help establish a Design Research Institute which



# CAREERS CARRIÈRES

Includes a virtual national design archives and is initially pursuing external relationships with foundations and corporations which want to support our oriented research in learning as it relates to behaviour, design theory, design methods, interactive systems and information systems. These activities will be housed in the new \$75,000,000 TEL (Technology Enhanced Learning) Building opening in 2003. We are interested in new faculty members with a demonstrated ability and strong commitment to design research, methods, theory and practice which crosses boundaries. Each appointment should be seen as a fluid and not static. Design Studies Appointment: The successful applicant will provide research and leadership in at least two of the following pictorial based areas: information design, typography, and information systems (in both digital and traditional formats), as well as being able to teach at least one course in the design studies area. Interaction/Multimedia Appointment: The successful applicant will provide a research focus and leadership in at least two of the following pictorial based areas: interactive design, typography, and information architecture, as well as being able to teach at least one course in the design studies area. All applicants are encouraged to apply for, and will be considered for, more than one position whenever appropriate. Candidates should embrace design as a strong force in our society and have a keen interest in the development of new teaching and research methods to the academic exercise. They will be expected to be active and productive in the scholarly development of ideas, funded research, and/or innovative theory. These appointments will require the usual responsibilities of participation in department governance, including application of committees, course and curriculum development, advising and evaluation of incoming applicants. Candidates with strong previous research experience and professional experience and a track record in research will be given preference. Rank and salary are open and will be competitive and commensurate with experience. The successful applicant for candidacy should include a letter of recommendation which states your interests in the areas of research, teaching, practice, examples of research and/or teaching, examples of your student's work (if available), a curriculum vitae, and a list of five academic and/or professional references who we may contact with your permission. Consideration of applications will begin as they arrive. Our hiring schedule is flexible and positions will remain open until the positions are filled. For many years, York University has had a policy of employment equity including affirmative action for women, people with disabilities, and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Department of Design welcomes applications from women, visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at [www.yorku.ca/aacopy](http://www.yorku.ca/aacopy) or can be obtained by calling the affirmative action office at (416) 736-5711. The Department of Design has no Canadian requirements, this advertisement is directed to Canadian citizens and permanent residents. Send application materials to Don Novgren, Chair, Department of Design, York University, 283 Winters College, 4700 Keele Street, Toronto, Ontario M3J 1P3.

## DRAMA EDUCATION

**OKANAGAN UNIVERSITY COLLEGE** — The School of Education requires a College Professor to teach Drama Education. Candidates will be expected to supervise student teaching and possibly teach in another subject area (please indicate qualifications and background in areas other than Drama Education). Preferred qualification is a PhD, however candidates not completing are encouraged to apply. Candidates with a Masters degree will be considered, as long as there is evidence of a strong record of teaching experience and scholarly activity. Inquiries of an academic nature should be addressed to Dr. Ron Goddard, Director of the School of Education at (250) 762-5445, local 7417 or [rgoddard@okanagan.bc.ca](mailto:rgoddard@okanagan.bc.ca). This is a term (full time) appointment effective August 7, 2001 to May 3, 2002. Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience. Please submit a curriculum vitae, quoting Competition No. 11400(CG), and the names, addresses and telephone numbers of three referees by May 30, 2001 or until the position is filled to Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC V1Y 4X8. Applications may be faxed to (250) 862-5475, or e-mail your application to: [ere@okanagan.bc.ca](mailto:ere@okanagan.bc.ca). E-mailed applications can only be received as attachments in Word format and must include the Competition Number in the subject line. Please visit our website at <http://www.oku.bc.ca/jobs/index.html> for more information. Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

## DROIT CANONIQUE

**UNIVERSITÉ SAINT-PAUL, Ottawa** — La Faculté de droit canonique sollicite des candidats pour remplir un poste de chargé de cours de plein exercice en droit canonique à partir du 1er août 2001, poste menant à la permanence. Exigences: grade ecclésiastique de 2e ou de 3e cycle en théologie, doctorat en droit canonique, spécialisation en droit matrimonial, jurisprudence matrimoniale de la Rome romaine, bonne connaissance du Code de droit canonique de 1983 et du Code des canons des Églises orientales de 1990, capacité d'enseigner en anglais et en français. Le candidat ou la candidate ayant déjà quelques publications à son actif aura la préférence, ceci étant un atout pour devenir membre de la Faculté des études supérieures et postdoctorales de l'Université d'Ottawa, condition essentielle pour diriger des thèses doctorales. Le salaire sera établi en fonction de la compétence. Conformément aux exigences relatives

à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'université Saint-Paul pratique une politique d'équité en matière d'emploi. Faire parvenir sa demande avec curriculum vitae au Doyen, Roch Piché, ptre, Faculté de droit canonique, Université Saint-Paul, 223, rue Main, Ottawa, ON, K1S 1C4 Date limite: le 22 mai 2001.

**UNIVERSITÉ SAINT-PAUL, Ottawa** — La Faculté de droit canonique sollicite des candidats pour remplir un poste de chargé de cours de plein exercice en droit canonique à partir du 1er août 2001, poste menant à la permanence. Exigences: grade ecclésiastique de 2e ou de 3e cycle en théologie, doctorat en droit canonique, spécialisation en droit matrimonial, jurisprudence matrimoniale de la Rome romaine, bonne connaissance des autres systèmes du droit de la messe du latin et une bonne connaissance du Code de droit canonique de 1983 et du Code des canons des Églises orientales de 1990, capacité d'enseigner en anglais et en français. Le candidat ou la candidate ayant déjà quelques publications à son actif aura la préférence, ceci étant un atout pour devenir membre de la Faculté des études supérieures et postdoctorales de l'Université d'Ottawa, condition essentielle pour diriger des thèses doctorales. Le salaire sera établi en fonction de la compétence. Conformément aux exigences relatives à l'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'université Saint-Paul pratique une politique d'équité en matière d'emploi. Faire parvenir sa demande avec curriculum vitae au Doyen, Roch Piché, ptre, Faculté de droit canonique, Université Saint-Paul, 223, rue Main, Ottawa, ON, K1S 1C4 Date limite: le 22 mai 2001.

## Research Associate • Department of Medicine

A Research Associate position is available immediately in the Department of Medicine at McMaster University. This position will be studying the molecular mechanism of iron transport neuronal cells and how oxidized stress affects them. The successful candidate will have a Ph.D. in Biochemistry and experience with molecular biology, cell biology, tissue culture, signal transduction, and iron transport phospholipases.

Please apply in writing, to: Dr. Ashok Grover, Professor, Department of Medicine, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Room 4N75, Hamilton, Ontario L8N 3Z5 Fax: (905) 522-3114

We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone. Visit our Web-site at: <http://hr.mcmaster.ca>

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities, and women.

### "An equal opportunity employer"



Saskatchewan Indian Federated College

## Practicum Supervisor Saskatoon Campus



### School of Indian Social Work

The SIFC School of Indian Social Work has an opening for a one-year term appointment (subject to budgetary approval) for a Practicum Supervisor for our Master of Aboriginal Social Work Program. The Practicum Supervisor will be responsible for Practicum Program development and implementation including recruiting field sites, placing students and ongoing supervision and liaison tasks. The successful candidate will be responsible for teaching, research and clinical supervision of social work and social work administration at the graduate level, and must be able to work collaboratively with Aboriginal communities. Position will commence July 1, 2001.

Applicants should possess a PhD in Social Work (degree in Social Work or a Masters degree could be considered with a commitment to enter a PhD program). Fluency in a First Nations language is desirable. Preference will be given to First Nations applicants (S.H.R.C. # E-93-13). Please indicate your First Nations status on your covering letter.

Qualified individuals are encouraged to send a letter of application complete with curriculum vitae, transcripts and/or diplomas, and the names and addresses of three referees by May 31, 2001 to:

Jonathan Sealy  
Department Head of Indian Social Work  
SIFC — Saskatoon Campus  
710 Duke Street  
Saskatoon, SK S7M 0P8

Email: [jsealy@sifc.ca](mailto:jsealy@sifc.ca)  
Phone: (306) 931-1834  
Fax: (306) 665-0175

## University of Ottawa Heart Institute

### ASSISTANT OR ASSOCIATE PROFESSORS IN BIOMATERIALS & BIOMEDICAL IMAGING

Applications are invited for two tenure-track faculty positions at the Assistant or Associate Professor level in anticipation of the establishment of a new Medical Devices and Medical Engineering Sciences Program at the University of Ottawa. This program will be instituted through the cooperation of the University of Ottawa Faculties of Engineering, Medicine and Health Sciences and other universities. One position (Biomaterials) will be located in the Department of Chemical Engineering and the second position (Biomedical Imaging) will be located in the School of Information Technology and Engineering, both at the Faculty of Engineering. The incumbents will be Associate Chairs affiliated with the Medical Devices Chair in the Cardiovascular Devices Division, University of Ottawa Heart Institute.

The University of Ottawa Heart Institute is a unique academic health care institution dedicated to the promotion of cardiovascular health, prevention of disease, treatment and rehabilitation through patient care, research and education. The Cardiovascular Devices Division has established Ottawa, Ontario as a respected international leader in medical devices, specifically in cardiac assist devices, remote power supply, biotelemetry and medical device regulations. The Medical Devices Chair is a unique multidisciplinary, multiagency program established in 1998 and serves as a focus for collaborative multi-disciplinary training and research leading to new knowledge and innovative technologies of potential commercial significance. The Chair has secured large scale funding for research and education in Medical Devices. The chair is held by Dr. Tor Müssaivand, a renowned authority in this field.

The Faculty of Engineering has over 2500 undergraduate students, over 490 graduate students and more than 90 faculty members. It offers a full suite of degrees at the Bachelor's, Master's and Doctoral levels in electrical, computer, software, chemical, mechanical and civil engineering and in computer science. Opportunities for collaboration with information-technology and health industries and institutions in Canada are considered the best in Canada. The Ottawa-National Capital Region offers a remarkable variety of cultural and recreational opportunities. The successful candidate for the Biomaterials Associate Chair position will hold Bachelor's and PhD degrees in Chemical Engineering with a specialization in Biomaterials or a closely related field, and have a strong commitment to teaching (graduate and undergraduate), training and research. Candidates must have demonstrated accomplishments in areas of Biomaterials, with particular emphasis on the discovery or the use of new materials for the treatment of disease, their properties and the way in which they influence the host. The incumbent's undergraduate teaching will be in Chemical Engineering. He/she will also be expected to develop and maintain an innovative, externally funded research program, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry in the research areas of the Medical Devices Chair.

The successful candidate for the Biomedical Imaging Associate Chair position will hold a PhD in Biomedical Imaging and a Bachelor's degree in areas of computer science, electrical engineering or closely related fields. Candidates will have a strong commitment to teaching (graduate and undergraduate), training and research. Candidates must have demonstrated accomplishments in areas of medical imaging and computing, with particular emphasis on novel, non-invasive methods for the evaluation of host responses to medical devices and on novel diagnostic techniques. The incumbent's undergraduate teaching will be in areas of the programs of the School of Information Technology and Engineering (SITE). He/she will also be expected to develop and maintain an innovative, externally funded research program, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry in the research areas of the Medical Devices Chair.

Bilingualism (English/French) and industrial experience are assets. Passive ability to read and understand French is a requirement for tenure. Appointees with engineering degrees will be expected to be registered professional engineers by the time of tenure.

Applications should be received by July 1, 2001. Appointments will take effect January 1, 2002, or earlier depending on the availability of the candidates.

Applicants should send a complete up-to-date resume, a one page research proposal and a list of three referees with addresses, telephone/fax numbers and email addresses to:

Dr. Tyreer Aboulanas, P.Eng., Dean  
Faculty of Engineering  
University of Ottawa  
Ottawa, Canada K1N 6N5  
Phone: 613 562 5800 ext 6175  
Fax: 613 562 5174  
Email: [aboulanas@eng.utoronto.ca](mailto:aboulanas@eng.utoronto.ca)  
[www.eng.utoronto.ca](http://www.eng.utoronto.ca) (Faculty of Engineering)  
<http://heartinst.on.ca> (University of Ottawa Heart Institute)

In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Equity is a university policy. The University of Ottawa strongly encourages applications from women.



## Canada Research Chair in Tourism

The Faculty of Environmental Studies and the Department of Recreation and Leisure Studies of the Faculty of Applied Health Sciences at the University of Waterloo invite applications for a tenure track Assistant Professor in Tourism. Appointment is conditional on the successful applicant being approved as a Tier 2 Canada Research Chair.

Candidates should have a strong background in aspects of tourism planning and policy broadly conceived rather than specifically in hospitality or catering. Through an appropriate record of research or industrial experience, the candidate will demonstrate an ability to undertake research and contribute to teaching in tourism and be familiar with relationships between tourism and such areas as resources management, parks and protected areas, land use analysis, culture, built heritage, destination marketing, and local or international development. This is chiefly a research chair with modest research funding and teaching reduction.

While the successful candidate will be expected to teach at the graduate and undergraduate levels, the appointment will be focused on research. The Committee will favour candidates whose research interests are compatible with the interests of the Faculty of Environmental Studies and the Department of Recreation and Leisure Studies and whose work promises opportunities for fruitful collaborations within and beyond these two areas.

The Faculty of Environmental Studies comprises two professional schools — Architecture and Planning — and two academic departments — Geography, and Environment and Resource Studies. In addition there is a Local Economic Development Master's programme, and an Environment and Business programme at the undergraduate level. For additional information on the Faculty see [www.fes.uwaterloo.ca/](http://www.fes.uwaterloo.ca/). The Department of Recreation and Leisure Studies is part of the Faculty of Applied Health Sciences which also includes the Department of Kinesiology, and the Department of Health Studies and Gerontology. For additional information on Recreation and Leisure Studies see [www.ahs.uwaterloo.ca/red/](http://www.ahs.uwaterloo.ca/red/).

Applicants should hold a PhD or equivalent extensive experience. The appointment will be effective 1 January 2002 or as soon as possible. Candidates must submit a letter of application setting out main areas of research and teaching interest as well as a statement of research goals and favoured approach to teaching and learning. Applicants must include with the letter of application a current curriculum vitae, and names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of application and the c.v. References will be contacted for those being considered in the second stage of the review. Complete applications are due by 15 June 2001. Applications should be sent to: Chair, Faculty Search Committee, Office of the Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. The appointment is open to Canadians and non-Canadians and the University encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities.



# CAREERS CARRIÈRES

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## EARTH SCIENCES

**UNIVERSITY OF WINDSOR — Invites applications for a tenure-track faculty position in Earth Sciences** at the rank of assistant professor commencing July 1, 2001. For details visit our website at: [www.windsor.ca/facultypositions](http://www.windsor.ca/facultypositions). Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519 253 3000, Ext. 3526, Fax: 519 973-7098, Email: [taylor@uwo.ca](mailto:taylor@uwo.ca)

## EDUCATION

**UNIVERSITY OF ALBERTA — The Department of Secondary Education** invites applications for a full-time tenure track position in second language education with an emphasis on English as a second language, or English as a Foreign Language. The appointment will be at the Assistant Professor level with a salary commensurate with this level. The date of appointment will be July 1, 2001. The successful

candidate will be responsible for leadership in teacher education and curriculum studies in second and third languages education at the undergraduate and graduate level, graduate student supervision at the Master's and doctoral level, and some field experience supervision. The candidate will be expected to maintain an active program of research. It is anticipated that she/he will take a leadership role in a broad range of second language teacher education programs offered in the Faculty of Education at the University of Alberta. The Department of Secondary Education at the University of Alberta has a strong focus on teacher education and curriculum studies both nationally and internationally. Undergraduate programs are offered in a full range of secondary school teaching subject area concentrations. Graduate programs normally focus on a subject matter area, or will have particular specialization in the field of curriculum and pedagogy (e.g. curriculum theory, pedagogical inquiry, curriculum and pedagogical implications of gender, culture, globalization, etc.). Applicants for the second language education position should have a doctorate in second language education or be near completion. They should provide evidence of successful teaching of second language, preferably including ESL/FL, at the secondary and/or post-secondary level. The candidate should have teacher education experience and evidence of a strong developing program of research. Legitimate competency in use of more languages other than English is essential.

A strong academic background, and/or experience in international and intercultural education are important assets for this position. Complementary research in any of the following areas: qualitative and/or participatory research approaches, curriculum theory, or cultural studies would be valuable, as would experience with innovative links between university and schools. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a letter of application outlining potential contributions to the Department in teaching and research, a curriculum vitae, and example of published scholarly work, and arrange for three confidential letters of reference to be sent by May 31, 2001, to: Dr. Terry Canon, Chair, Department of Secondary Education, Faculty of Education, University of Alberta, Room 343 Education South, Edmonton, Alberta T6G 2G3, Fax: (780) 492-5402. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## ENGINEERING

**UNIVERSITY OF MANITOBA — The Department of Electrical and Computer Engineering** invites applications for a permanent full-time faculty position at the Assistant Professor level. The appointment will be for a period of at least one year, starting 1 July 2001. Salary will be commensurate with qualifications. Candidates must have a PhD in Computer Engineering, Electrical Engineering or a related discipline and be eligible for registration in the Association of Professional Engineers and Geoscientists of Manitoba. The candidates should show evidence of excellence in university teaching and communication skills, both written and oral. Candidates must also have a strong commitment to research and development, with specific expertise in physical electronics and scanning probe microscopy. The successful candidates will be expected to teach undergraduate courses and supervise undergraduate design and thesis projects. Additional information on the Department can be found at our website [www.ece.umanitoba.ca](http://www.ece.umanitoba.ca). Applications, including curriculum vitae and the names of three referees, should be sent to: Dr. S. Ouyahia, Acting Head, Department of Electrical and Computer Engineering, 585 Main Street West, Winnipeg, Manitoba, R3T 5V6 Canada. The closing date for receipt of applications is May 15, 2001. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents.

**THE UNIVERSITY OF WESTERN ONTARIO — through its Faculty of Engineering Science and Faculty of Health Sciences** and in partnership with hospitals and medical research institutions in London, Ontario, is in the process of establishing a Biomedical Engineering Program and developing graduate and undergraduate studies in biomedical engineering. The University has succeeded in securing funds from the new tenure track faculty position in the area of Human Biomechanics. The position, which is subject to budget approval, will be made at the Assistant Professor level. The successful candidate will hold a PhD degree and will be required to teach in assigned areas, and to supervise graduate students and conduct research. Candidates who are registered or who are eligible to register as professional engineers in Ontario are appropriate applicants and are encouraged to apply. Those with suitable background and qualifications are also encouraged to apply. The successful

candidate in Human Biomechanics will hold a joint appointment in the Department of Mechanical and Materials Engineering and in the School of Kinesiology. The successful candidate is expected to establish an independently externally funded research program in biomechanical analysis of human motion; this may include an emphasis in any of: sport analysis, clinical rehabilitation, ergonomics, ergonomics, techniques such as modelling, simulations and EMC. Interested candidates should send their curriculum vitae and the names of three referees to: Dr. E. Berruti, Dean, Faculty of Engineering Science, The University of Western Ontario, London, ON N6A 5B9. The deadline for receipt of applications is June 15, 2001. The appointment shall be made effective July 1, 2001 or as early as possible thereafter. The position is subject to budget approval. Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

**DAHLBOUS UNIVERSITY — Department of Electrical and Computer Engineering** invites applications for two tenure track positions in Computer Engineering and Computer Communications Engineering Design at the Assistant Professor level. Effective immediately, duties include undergraduate and graduate teaching, research, and student supervision. Undergraduate teaching experience in computer engineering, including systems analysis, computer architecture, real time systems, communications, computer communications, and modern design principles, would be an asset. Applicants should have a PhD in Electrical/Computer Software Engineering or Computer Science. Eligibility for registration as a Professional Engineer is normally required. Applicants should submit a current curriculum vitae and the names of three referees to: Dr. M. Catta, Chair of the Search Committee, Department of Electrical and Computer Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3H 2X4. Applications and queries may be sent by e-mail to: [michael\\_catta@dal.ca](mailto:michael_catta@dal.ca), they will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

**MCMASTER UNIVERSITY — Department of Civil Engineering** invites applications for a one-year contractually limited appointment to commence July 1, 2001. The University of Western Ontario is committed to employment equity, welcomes diversity in workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

On June 15, 2001, Mechanical and Materials Engineering is one of the leading engineering departments in the Faculty and has an excellent record in undergraduate teaching. The Department is active in research and enjoys support from granting agencies such as the Natural Sciences and Engineering Research Council and Provincial and Federal Centres of Excellence. The Department is active in the NRC Integrated Manufacturing Technologies Institute (IMTI) and interaction with this Institute is a Faculty priority. Applications, including curriculum vitae, statement of research and teaching objectives, and the names of three referees should be addressed to: Professor J.S. Sheehy, Chair (jsheehy@eng.uma.ac), Department of Mechanical and Materials Engineering, Faculty of Engineering Science, The University of Western Ontario, London, Ontario, Canada N6A 5B9, (519) 661-2136, Fax: (519) 661-3010. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities. The positions are subject to budget approval.

**DAHLBOUS UNIVERSITY — Department of Electrical and Computer Engineering** invites applications for two tenure track positions in Computer Engineering and Computer Communications Engineering Design at the Assistant Professor level. Effective immediately, duties include undergraduate and graduate teaching, research, and student supervision. Undergraduate teaching experience in computer engineering, including systems analysis, computer architecture, real time systems, communications, computer communications, and modern design principles, would be an asset. Applicants should have a PhD in Electrical/Computer Software Engineering or Computer Science. Eligibility for registration as a Professional Engineer is normally required. Applicants should submit a current curriculum vitae and the names of three referees to: Dr. M. Catta, Chair of the Search Committee, Department of Electrical and Computer Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3H 2X4. Applications and queries may be sent by e-mail to: [michael\\_catta@dal.ca](mailto:michael_catta@dal.ca), they will be accepted until the positions are filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

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## University of Alberta Edmonton

## Canada Research Chairs in Medicine

The Department of Medicine at the University of Alberta is seeking to fill two (2) Tier II junior Canada Research Chairs established by the Government of Canada to foster world-class research excellence (for Terms of Reference see <http://www.chairs.gc.ca>). The Department has over 120 full-time faculty members and a major commitment to research excellence. In addition to resident and fellow research training, the Department has 30 graduate students and 22 postdoctoral fellows. Our recent strategic planning has identified major areas of strength and focus including: Cancer; Cardiovascular Sciences and Vascular Biology; Cell Senescence and Aging; Diabetes; Health Outcomes; Immunology; Infection, Tissue Injury and Repair; and Neurosciences, particularly Neurodegenerative Disease. Other areas identified for growth and development include: Aboriginal Health; Clinical Pharmacology; Health Informatics; International Health; Research on Medical Education; Women's Health. Tier II candidates may be appointed at the Assistant, or Associate Professor levels and must have the potential to become leaders in their fields.

The University of Alberta is one of the major research universities in Canada with over 30,000 students and research funding in excess of \$230 million/year. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. The 89-hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games and the upcoming 2001 World Championships in Athletics. The University has been the origin of 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships.

The Faculty of Medicine and Dentistry is lead by Dean Lorne Tyrrell who developed

the world's first effective treatment for hepatitis B. The Alberta Heritage Foundation for Medical Research has been instrumental in positioning Alberta as one of the top 10 medical research environments in North America. We are currently developing architectural plans for major new research space within the Faculty highlighted by a new Cardiovascular Research Institute, a Diabetes Institute, Clinical Trials and Research Centre, and a Health Outcomes Research Unit, in addition to a major Institute for Biomolecular Design.

Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, successes in athletics and team sports, average of 12.3 hrs/day of sunshine and the lowest taxes in the country.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

To apply for one of these Research Chairs, forward by June 30, 2001 a letter of application, a Curriculum Vitae and 5 year research plan to:

Dr. Tom Marrie, Chairman  
Department of Medicine  
2F1.30 Walter Mackenzie Centre  
University of Alberta  
Edmonton, Alberta  
Canada T6G 2S2

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

*The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.*

Where world meets



## University of Alberta Edmonton

## Director of Research Planning and Development Faculty of Nursing

The Faculty of Nursing has an immediate opening for a Director of Research Planning and Development. Reporting to the Associate Dean, Research, Partnerships and Faculty Development, the Director is responsible for the leadership and support of research in the Faculty. Specific responsibilities include: developing and implementing a Research Management Plan; identifying developmental needs, maintaining current information relating to research funding opportunities, and implementing a plan to support all aspects of the research process including research grant submissions, the conduct of research, and the dissemination of research outcomes.

Preferred candidates will hold a PhD in Nursing or a related discipline, and demonstrate knowledge of the academic research and funding process. The combination of a Master's degree and experience in health sciences research or program management will also be considered. Leadership and organizational management skills, as well as excellent skills in both written and oral communication, problem solving, decision-making, and team building are important attributes.

This position will be offered as a tenure-track appointment for the PhD qualified applicant and would suit career academics who are interested in moving into, or gaining experience in, higher education

management. It may also be offered as a two-year academic contract position with a strong possibility of renewal for applicants with a Master's degree. Successful applicants will receive a competitive salary commensurate with their experience and an excellent benefits plan.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Please forward your resume by May 31, 2001 to:

Coordinator, Human Resources  
Faculty of Nursing  
3-126A Clinical Sciences Building  
University of Alberta  
Edmonton, Alberta T6G 2G3

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP).

*The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.*

Where world meets



## CAREERS CARRIÈRES

degree. They should be prepared to teach courses addressing surveying, computing, engineering, engineering economics, and engineering and social responsibility. The successful candidate will be expected to have a strong and demonstrated commitment to teaching at the undergraduate level, and participate in other educational and professional activities. Salary commensurate with experience and qualifications. Applicants are instructed to send a curriculum vitae, a statement detailing research and teaching interests, and the names of three referees to: Dr. Dieter Stoll, P.Eng., Chair, Department of Civil Engineering, McMaster University, Hamilton, Ontario L8S 4L7. Telephone: (905) 525-9140 ext. 2414; Fax: (905) 525-9684; e-mail: stoll@cmu.ca. The committee will be reviewing applications after April 15, 2001. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal people, persons with disabilities, members of visible minorities, and women.

**UNIVERSITY OF REGINA – Faculty of Engineering.** Applications are invited for a tenure track faculty position in Environmental Systems Engineering. Applicants should have an earned PhD degree in Environmental Engineering or other related engineering discipline, be able to teach graduate and undergraduate courses in Environmental Systems Engineering and conduct research in one or more of the following areas: water and wastewater treatment, solid waste management, hazardous waste management, environment & energy issues and/or environmental information systems & management. Review of applications will begin on April 15, 2001 and will continue until the position is filled. Send an application with a detailed resume, a statement of teaching and research interests, and the names of three referees to: Dr. Paton Torkwaseh-Wuthrich, P.Eng., Dean of Engineering, University of Regina, Saskatchewan, S4S 0A2, Canada. E-mail: PatonTorkwaseh@uregina.ca. More information on the Faculty can be found from our website at: [www.uregina.ca/eng](http://www.uregina.ca/eng). In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

**UNIVERSITY OF MANITOBA – The Department of Civil and Geological Engineering** invites applications for a tenure-track, Assistant/Associate Professor position in the field of mechanics (civil engineering applications) with the starting date of July 1, 2001 or as soon as possible thereafter. The successful candidate: 1) must hold a PhD degree in a relevant area of engineering mechanics; 2) be eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba (P.Eng.); 3) will be expected to teach at the undergraduate and graduate levels; 4) will be expected to supervise graduate students; 5) will be expected to develop a strong externally funded research program; and 6) must possess excellent communication and leadership skills, and be committed to working in a team environment. The successful candidate shall have experience in one of the following areas: solid mechanics, structural dynamics and structural analysis. Knowledge of computer-aided modelling in support of our research programs is essential. Interest or experience in composite and smart materials and in fracture mechanics will be considered additional assets. Dependence on qualifications and academic or industrial experience, the starting salary will be in the range of \$55,000 to \$60,000 for Assistant Professor and \$65,000 to \$75,000 for Associate Professor. Please refer to position AA1574 in all correspondence. The Department ([www.umt.ca/civil](http://www.umt.ca/civil)) has nineteen faculty members, ten support staff and nearly two hundred undergraduates. Over \$1.5 million is

allocated annually in research funding and eighty students are enrolled in graduate studies. Well-equipped facilities are available for research. The Department hosts the administrative headquarters for the US Canada, a Network Centre of Excellence in Intelligent Sensing for Innovative Structures ([www.usc.ca](http://www.usc.ca)). The University of Manitoba is the oldest university in Western Canada. Winnipeg ([www.winnipeg.mb.ca](http://www.winnipeg.mb.ca)) is a mature city known for its high standard of living, affordable housing, rich cultural scene, and proximity to outstanding wilderness areas. The University of Manitoba encourages applications from qualified women and men, including aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applicants should forward a detailed curriculum vitae, a statement describing teaching and research interests, and names and addresses (if available) of three referees to: Professor Emory Lajtha, Acting Head, Department of Civil and Geological Engineering, 342 Engineering Building, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: [emlajtha@cmu.umanitoba.ca](mailto:emlajtha@cmu.umanitoba.ca)). Applications should be received by July 15, 2001. To be considered for this position, the applicant must be a Canadian citizen or permanent resident.

**UNIVERSITY OF MANITOBA – Department of Biosystems Engineering.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Biosystems Engineering, University of Manitoba. The applicant should have a PhD degree in an engineering discipline with an emphasis on biological systems, such as Biomechanics, Biological, Agricultural, Environmental, or Chemical Engineering. The successful candidate is expected to teach both undergraduate and graduate courses that will enhance the biological content in our Biosystems Engineering curricula and to register as a Professional Engineer in the Province of Manitoba. The applicant should show potential to develop a strong externally sponsored research program in an area related to the intersection of engineering with biology such as waste management, environmental sustainability, bioprocessing, or bioenergy. The successful candidate is expected to collaborate with the other departments in both teaching and research. Applications are accepted until June 1, 2001 and will continue to be accepted after this date until the position is filled. September 1, 2001. University of Manitoba is located in Winnipeg, a city of 600,000. Winnipeg is noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at reasonable prices in vibrant neighbourhoods, and an excellent school system. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and Permanent Residents. Applicants must submit a curriculum vitae, a one-page statement of teaching and research interests, university transcripts, and name, address and phone number of three professional references should be sent to: Dr. Q. (Zhong) Zhang, Head, Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, PH 2D4 47A-5815, fax: (204) 474-7512, e-mail: [zhong@ms.umanitoba.ca](mailto:zhong@ms.umanitoba.ca).

**UNIVERSITY OF MANITOBA – Department of Biosystems Engineering.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Biosystems Engineering, University of Manitoba. The applicant should have a PhD degree in an engineering discipline with an emphasis on biological systems, such as Biomechanics, Biological, Agricultural, Environmental, or Chemical Engineering. The successful candidate is expected to teach both undergraduate and graduate courses that will enhance the biological content in

our Biosystems Engineering curricula and to register as a Professional Engineer in the Province of Manitoba. The applicant should show potential to develop a strong externally sponsored research program in an area related to the intersection of engineering with biology such as waste management, environmental sustainability, bioprocessing, or bioenergy. The successful candidate is expected to collaborate with the other departments in both teaching and research. Applications are accepted until June 1, 2001 and will continue to be accepted after this date until the position is filled. September 1, 2001. University of Manitoba is located in Winnipeg, a city of 600,000. Winnipeg is noted for its theatre, orchestras, international sports, and ethnic diversity. There is an abundance of housing at reasonable prices in vibrant neighbourhoods, and an excellent school system. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and Permanent Residents. Applicants must submit a curriculum vitae, a one-page statement of teaching and research interests, university transcripts, and name, address and phone number of three professional references should be sent to: Dr. Q. (Zhong) Zhang, Head, Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, PH 2D4 47A-5815, fax: (204) 474-7512, e-mail: [zhong@ms.umanitoba.ca](mailto:zhong@ms.umanitoba.ca).

**McGILL UNIVERSITY – Department of Chemical Engineering.** We invite applications for two tenure-track appointments as Assistant Professors. The successful candidates are expected to participate effectively in teaching at all levels and to develop a vigorous, independent research program. We are particularly interested in the research areas of polymers, transport phenomena, and control, but encourage candidates in any research area are encouraged to apply. Applicants must have a doctoral degree and be eligible for membership in a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. The successful candidate will join a high-profile department of 13 tenure-track, about 300 undergraduate students, and almost 85 graduate students. We have just moved into a new building and can offer an excellent infrastructure for both teaching and research in accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. Send resume, names of three referees and an elaboration concerning research and teaching interests to Prof. R.J. Munz, MGC, eng. chair, Department of Chemical Engineering, McGill University, 3510 University St., Montreal, Quebec, Canada, H3A 2B2. The appointment will be made as soon as possible.

**THE UNIVERSITY OF WESTERN ONTARIO** – through its Faculty of Engineering Science, Medicine & Dentistry, and in partnership with hospitals and medical research institutes in London, Ontario, is in the process of establishing an intergraduate program in Biomedical Engineering (BME). The University has secured a Whitaker Foundation grant to help establish BME and to provide initial funding to three new faculty members. Applications are invited for a new tenure track (probationary) faculty position in the research area of biomaterials issue engineering. Candidates who are registered or are eligible to register as professional engineers in Ontario are encouraged to apply. This position is planned to be in the Department of Chemical and Biochemical Engineering, Faculty of Engineering Science and is subject to budgetary approval. It is expected that the appointments will be made at the Assistant Professor level but appointments will be considered at the Associate Professor rank if qualifica-

tions warrant such an applicant. The successful candidate will hold a PhD degree and be required to teach in assigned areas, and to supervise graduate students and conduct research. The preferred candidate in biomaterials issue engineering will have research experience in issue engineering for the cardiovascular system and/or wound healing related area and will have access to biomaterials research facilities. These facilities include tissue culture laboratories, multiphoton confocal microscope, atomic force microscope, laser tweezers, heart valve simulator, mechanical testing systems and other material characterization tools. The candidate will collaborate with the Heart Valve Laboratory at the Roberts Research Group, the Wound Healing Research Group of London and other biomaterials researchers on campus. Interested candidates should send their curriculum vitae and the name of three referees to: Dr. Franco Bernini, Dean, Faculty of Engineering Science, The University of Western Ontario, London, ON, N6A 5B9. The deadline for receipt of applications is May 30, 2001, or until the position is filled. The appointment start date is July 1, 2001 (or earlier). This position is subject to budget approval. Canadian citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities.

**UNIVERSITY OF WINDSOR – Invites applications for a tenure-track professor position in Electrical and Computer Engineering** in the area of microelectronics system design (BUSINESS). For details, visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. G. Raju, Office of the Dean of Engineering, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3020, Ext. 2566, fax: 519-931-3222, Email: [appt@uwindsor.ca](mailto:appt@uwindsor.ca).

**Department of Civil Engineering – The Department of Civil Engineering** invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in applied mathematics. The preferred candidate will have a research record in stochastic processes with applications including mechanics, structures or other Civil Engineering system. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. The appointment will be available to begin in September 2001 or earlier. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, ON, N2L 3G1. Applications will be considered at any time until the position is filled.

**UNIVERSITY OF WATERLOO – The Department of Civil Engineering** invites applications for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in mathematics and computational methods and a research record in solid mechanics. Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field. The successful candidate will interact with faculty in the departments of Structures, Mechanics and Construction group. It is anticipated that the appointment will begin in September 2001 or earlier. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including structural engineering and applied mathematics. This appointment is sub-

ject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, ON, N2L 3G1. Applications will be considered at any time until the position is filled.



QUEEN'S  
SCHOOL  
OF  
BUSINESS

Queen's University  
Kingston, Ontario, Canada

### Faculty Positions, One-year term, Queen's School of Business

Queen's School of Business is inviting applications for one-year term appointments in the following areas: Accounting (Financial and Management), Finance, International Business, two positions in Marketing, Management of Information Systems, Behavior/Human Resources, Strategy & Business Policy, Management Communications, and Management Science.

This is an ideal opportunity for visiting faculty and Ph.D. students who are near completion of their dissertation. Visiting professors will work with some of today's leading business scholars, while Ph.D. students will gain valuable teaching experience.

Our teaching needs range from the introductory to upper-year undergraduate courses as well as Masters of Science and Ph.D. courses. Salary will be commensurate with qualifications and experience, and appointees will have access to substantial internal funds for course development.

Queen's School of Business ([www.business.queensu.ca](http://www.business.queensu.ca)) is at the forefront of Canadian business education and is recognised as a leader in North America. The School's programs include: an undergraduate Bachelor of Commerce, with the highest entry standards in Canada; a unique double-major Ph.D. and a new M.Sc. in Management; Queen's top-ranked MBA for Science & Technology; and the market-leading Queen's Executive MBA, Canada's first MBA program delivered by videoconference, with sites from coast to coast. In addition, the School is Canada's leader in executive education. Queen's School of Business has received unconditional accreditation for all programs by The International Association for Management Education (AACSB).

Queen's University is one of the oldest and most prestigious universities in Canada. Located in the heart of the city of Kingston, a picturesque and historic community situated on the shores of Lake Ontario, Queen's is within a two-hour drive of Toronto, Montreal, and the nation's capital, Ottawa. The city's unique heritage, vibrant life-style, and central location make it one of the most attractive communities in North America.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of appointment will be July 1, 2001, but is flexible. Applications should include curriculum vitae, references, and evidence of research such as publications, working papers, thesis proposals or completed thesis.

Please send your submission to:  
T. Anger  
Associate Dean  
Queen's School of Business  
Queen's University  
Kingston, Ontario K7L 3N6

E-mail: [deansoffice@business.queensu.ca](mailto:deansoffice@business.queensu.ca)  
Fax: 613-533-2013

[www.business.queensu.ca](http://www.business.queensu.ca)

## Pierre Lassonde Chair in International Business

Schulich  
School of Business  
York University

The Schulich School of Business at York University in Toronto Canada, is seeking an outstanding scholar in international business for the Pierre Lassonde Chair in International Business, effective July 1, 2002.

Preferred candidates will:

- be at the full professor level (candidates at the senior associate level are also encouraged to apply)
- have international business teaching and research interests in strategy, marketing, or organizational behaviour/management
- be expected to provide leadership in teaching and research in the area of international business
- have a PhD degree

The deadline for receiving applications is November 1, 2001.

Please send curriculum vitae, samples of research papers, information regarding teaching experience, and names and addresses of three referees to:

Professor Christine Oliver  
Chair, Search Committee  
Pierre Lassonde Chair in International Business  
York University  
Schulich School of Business  
4700 Keele Street  
Toronto, Ontario M3J 1P3  
Canada  
e-mail: [coliver@schulich.yorku.ca](mailto:coliver@schulich.yorku.ca)

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at [www.yorku.ca](http://www.yorku.ca).



# CAREERS CARRIÈRES

ject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents will be considered first to this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail to: Professor J.F. Syles, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

**THE UNIVERSITY OF WATERLOO** — Invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at <http://www.cse.uwaterloo.ca>. Applications, including a curriculum vitae and the names

and e-mail addresses of at least three references, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: [miller.d@uwaterloo.ca](mailto:miller.d@uwaterloo.ca). To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or a closely related area. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities include making of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applicants will be considered

until the positions are filled. These appointments are subject to the availability of funds in the program. There will be no administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to: Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to [Professor.Daniel.Miller@uwaterloo.ca](mailto:Professor.Daniel.Miller@uwaterloo.ca).

**UNIVERSITY OF WATERLOO** — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. The position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent offices, laboratories, and computing facilities, and intensive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties

include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be no administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should be directed to the applicant's name of teaching interests, experience and expertise. Please direct applications to: Dr. Joanne Allen, Director of Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. e-mail: [joanne.allen@uwaterloo.ca](mailto:joanne.allen@uwaterloo.ca). Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds.

**UNIVERSITY OF WATERLOO** — The Department of Computer Science and Electrical & Computer Engineering seeks applications for a full-time, tenure-track position as an Assistant Professor in Software Engineering. The Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration with an academic institution is preferred. The Chair should be qualified for an academic position at the level of full professor. Candidates for the junior chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint appointments with the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The chairs are funded by Scholastic, and the associated research funds can be matched by provincial and federal funding programs, up to \$2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems, software architecture, feature interactions, testing and verification, program understanding, visualization, and software engineering, software education. The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering. More information can be found at: <http://www.math.uwaterloo.ca/faculty/SoftwareEng/>. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Director, Dr. Joanne Allen, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. e-mail: [joanne.allen@uwaterloo.ca](mailto:joanne.allen@uwaterloo.ca). To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Mechanical Engineering — Design/Manufacturing. Applications are invited for a tenure-track faculty position, at the rank of assistant professor, in Mechanical Engineering — Design/Manufacturing commencing September 1, 2001. Salary will be commensurate with qualifications and experience. Applicants should hold an earned doctorate in the area of Design/Manufacturing or possess a Master's degree in Mechanical or Industrial Engineering with extensive design/manufacturing experience. Applicants must have a good understanding of the concepts and emerging technologies related to design for manufacturing. Background in com-

puter-aided engineering, 3D Modeling, finite element analysis, and product design and development are an asset. The successful candidate will be required to teach and develop undergraduate and graduate courses, conduct research in design/manufacturing, supervise graduate students, and liaise with industry. Eligibility for registration as a Professional Engineer in Newfoundland is required. The successful candidate should play a key role in the ongoing operation and development of the Manufacturing Technology Center in the Faculty of Engineering and Applied Science. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send a curriculum vitae, the names of three referees, a one-page statement of teaching and research interests and goals, and three relevant technical publications to: Dr. R. Sehn, Assistant Vice-Chancellor, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1B 3X9. Fax: (709) 737-8975, Reference: MFC-01-01. The Search Committee will begin to review applications starting June 1, 2001, and will continue to do so until the position is filled. Memorial University of Newfoundland is an equal opportunity employer and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

**ENGLISH** — The Department of English invites applications for a limited term appointment. The Assistant Professor position is in the area of English Literature and 20th-century Literature. The successful candidate will be expected to teach an upper-level course in the field of 19th-century American literature or Romantic literature. The appointment is subject to budgetary approval and will be made at the rank of assistant professor. Candidates must hold a PhD and be able to provide evidence of promise in teaching and research. A letter of application with a curriculum vitae should be sent to: Dr. Mary B. McGivern, Chair, Department of English, St. Francis Xavier University, Box 5000, Antigonish, NS, B2G 2W5. Phone: (902) 867-2256, Fax: (902) 867-5406, e-mail: [mcgivernb@stfx.ca](mailto:mcgivernb@stfx.ca). Candidates should also arrange to have three letters of reference sent to the Chair. Consideration of applicants will begin on April 15, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to the principle of employment equity.

**ST. FRANCIS XAVIER UNIVERSITY** — The Department of English invites applications for a limited term appointment. The Assistant Professor position is in the area of English Literature and 20th-century Literature. The successful candidate will be expected to teach an upper-level course in the field of 19th-century American literature or Romantic literature. The appointment is subject to budgetary approval and will be made at the rank of assistant professor. Candidates must hold a PhD and be able to provide evidence of promise in teaching and research. A letter of application with a curriculum vitae should be sent to: Dr. Mary B. McGivern, Chair, Department of English, St. Francis Xavier University, Box 5000, Antigonish, NS, B2G 2W5. Phone: (902) 867-2256, Fax: (902) 867-5406, e-mail: [mcgivernb@stfx.ca](mailto:mcgivernb@stfx.ca). Candidates should also arrange to have three letters of reference sent to the Chair. Consideration of applicants will begin on April 15, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Francis Xavier University is committed to the principle of employment equity.

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the rank of Assistant Professor, commencing 1 August 2001. The successful candidate for the first position will have a specialization in drama. The successful candidate for the second position will have a specialization in the novel. Additional competencies in creative writing, women's writing, or children's literature would be welcome. A PhD in English, or imminent completion is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference, sent directly to: Dr. Russell Hunt, Acting Chair, Department of English, St. Thomas University, Fredericton, NB E3B 5G3. Consideration of applicants will begin on April 15, 2001, or when position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

## ÉTUDES FRANÇAISES

**LE COLLEGE MILITAIRE ROYAL DU CANADA** — Études de langue française (professeur adjoint). Le collège a combler un poste vacant de professeur adjoint (professeur adjoint) adjoint. Le domaine principal d'expertise est la littérature française du XVIIIe siècle. Le domaine secondaire est la littérature française du XIXe siècle. Les qualifications requises sont un doctorat en études de langue française, expérience pertinente de l'enseignement, un dossier de publications solides et la capacité de travailler en équipe. La personne choisie devra être bilingue en français dans le cycle de premier cycle de la littérature française (XVIIIe et XIXe siècles) et des cours de langue et littérature. L'étude des dossiers de candidatures exceptionnelles qui sont le point de départ pour leur dossier de doctorat pourrait aussi être considérée. Toute personne intéressée peut obtenir plus de renseignements en consultant notre page web: [www.mccm.ca](http://www.mccm.ca). Bien que l'enseignement et l'évaluation départementale se fassent entièrement en français, ce poste est officiellement bilingue et requiert donc la capacité de lire, de comprendre et de communiquer oralement dans les deux langues officielles (français et anglais). Si aucune des candidatures ne devait se qualifier pour ce poste bilingue, une liste d'admissibilité sera alors dressée pour des postes monolingues. Les candidats doivent avoir des expériences pertinentes en français. L'échelle salariale est en négociation, mais était de 138,975 à 158,765 en 1999 - 2000. Le salaire accordé dépendra de l'expérience et des qualifications du candidat. La personne nommée sera stagiaire pendant une période de trente-six mois. Un curriculum vitae, accompagné de trois lettres de recommandation, doit être envoyé à: Mme Sherrie Potte, Bureau des Ressources humaines civiles (Kingsville), Base des forces canadiennes Kingsville, CP 17000, Succursale Forces, Kingsville, ON K7K 7B4. Téléphone: (613) 541-5010 poste 3694. Fax: (613) 541-4436. Coordonner l'admission et l'orientation des étudiants. La date prévue d'entrée en fonction est le 1er août 2001. Le poste est à temps plein. Selon la loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/cid/>.

## FAMILY SCIENCE

**UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Family and Nutritional Sciences invites applications for a 10-month appointment in Family Science at the Assistant Professor level, beginning Sep 2001. The Department offers two majors programs (Food and Nutrition and Family Science) which are closely interdependent and complementary to one another. The successful candidate will teach courses in cultural and popular culture, sociopsychological aspects of clothing, historic costume, textiles, housing and communications. Candidates should hold a graduate degree in Family Science/Clothing and demon-

With 10 faculties and 25,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and tradition of welcoming and integrating people. The Faculty of Education invites applications for one

## Tenure-track position in Educational Counselling

This position is at the assistant professor level.

### Qualifications:

1. PhD or EdD in counseling or related field (e.g., School or Clinical Psychology)
2. Active research field in the counseling domain
3. Member of a professional association related to guidance / counselling
4. Experience in counselling
5. Passive knowledge of French or willingness to acquire it before tenure
6. Ability to teach in French will be an asset

### Responsibilities:

1. Teaching in MEd (Educational Counselling) program and possibility of teaching in other faculty programs (BEd, MA, PhD)
2. Research in counselling related domain
3. Supervision of internships in the MEd and practica in the BEd
4. Supervision of MA and PhD theses
5. Participation in University activities

### Rank and salary:

Commensurate with qualifications and experience in keeping with the negotiated collective agreement.

Date of appointment: July 1, 2001

Candidates will be reviewed for competitions ending May 15 and August 15, 2001. Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references to:

Cécile Champagne-Mitaz, Vice-Dean (Programs)  
Faculty of Education, University of Ottawa  
145 Jean-Jacques Lussier Street, (316A)  
Ottawa, Ontario K1N 6N5

In keeping with Canadian immigration regulations, this position is offered to citizens and permanent residents of Canada. Equity is a University policy. This position is subject to budgetary approval. Only those who are invited for interviews will receive a confirmation letter.

## Faculté d'éducation • Faculty of Education

Université d'Ottawa  
University of Ottawa

[www.uottawa.ca](http://www.uottawa.ca)

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- ☐ I want my own subscription.

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Lynn Braun QUICK!

Tel: 613-820-2270  
Fax: 613-820-2417  
Email: [ads@caut.ca](mailto:ads@caut.ca)



state a strong commitment to undergraduate teaching. For more information on UPEI's Family and Nutritional Sciences department visit [www.upei.ca/~famnut/](http://www.upei.ca/~famnut/). Applicants must arrange for three (3) letters of reference to be sent directly from the referees. Evaluation of applications will begin when a suitable applicant has been identified and continue until the position is filled. Priority is given to applicants committed to gender equity in education. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications, including curriculum vitae and evidence of teaching ability should be forwarded to: Dr. David J. Nisbet, Chair, Department of Family and Nutritional Sciences (Dydo/Dupel), 202-566-0521.

**ONCE A DAY** The University of Florida's **Florida Center for the Arts**, Mel **Hoppenheim School of Cinema** announces a 10-month, **Limited Term Admission** in **Film Animation** at the level of **graduate certificate**. The successful applicant will teach 12 film courses (two sections) of **Undergraduate Film Animation Technical Aspects (FMAN 214)**, and 6 credit hours of **graduate-level** film animation-related administrative duties. Technical Aspects **FMAN214** is an introductory first year course in current digital processes related to the production of the digital image, animation digital software, **Crater Software CTP**, **After Effects**, **Photoshop** and **Panor** is mandatory. A full understanding of the **2D** and **3D** animation software **2000** platform and animation production method is important. The candidate should also be familiar with the **Osborne camera**, **Film Animation 1 (FMAN 202)** is a first year course that covers a wide range of topics important to the understanding of frame by frame film animation. The candidate should be familiar with a wide range of current production techniques both digital and analog. A complete understanding of **CTP**, **Photoshop**, **Osborne**

**THE MOVA SCOTIA COLLEGE OF ART AND DESIGN** — Fine Arts Division invites applications for a regular full-time appointment at the rank of Assistant Professor of Sculpture. The subject to budgetary and final approval of the Board of Governors. The position is a full-time appointment, renewable for continuing appointments. Appointment Date: January 1, 2002. Review of Applications will begin: August 15, 2001. The College is seeking an outstanding candidate with a minimum of a Master's degree in the undergraduate and graduate levels. It is expected that the incumbent will be capable of teaching/working in a range of materials and techniques, and will be able to identify interests and facilitate a range of practices. The successful applicant will be expected to teach sculpture at the introductory, intermediate and advanced levels. The College's current sculpture program includes a variety of media: carving, assembly, plaster, plastic, and stone-making. Metal working skills will be an asset. Individual teaching assignments may change over time. The successful candidate will contribute to the overall academic and cultural life of the college.

to curricular and program development as well as participate in other activities that contribute to the academic life of the College. The successful candidate will have an appropriate graduate degree and be conversant in contemporary and historical critical discourses in sculpture and the visual arts. Notably, the successful candidate will be a practicing professional sculptor with a demonstrated developing exhibition record. Post-secondary teaching experience will be considered an asset. Salary paid will be dependent upon qualifications and according to the Faculty Salary Grid. The Nova Scotia College of Art and Design, founded in Halifax in 1887, is one of North America's outstanding universities for the study of art, design, architecture and design. The programs of the

Environmental planners, and art education students enrolled. This notice is directed to Canadian citizens, residents and permanent residents of Canada. The application practices are in accordance with Article 5 of the Canadian Charter of Rights and Freedoms. The Board of Governors which is committed to non-discrimination. Applications should include: current curriculum vitae, documentation of studio practice, and the names and addresses of three referees. A statement of teaching philosophy and/or an artist's statement may be included. Please direct applications to: Dr. Kenneth Gardner, Henechurch, Office of the Vice President (Academic), Nova Scotia College of Art and Design, 1553 Spring Street, Halifax, NS B3M 2Y9. Tel: 416-363-6666.

**THE ROYAL MILITARY COLLEGE OF CANADA** — The Department of French Studies invites applications for a tenure track position at the level of Assistant Professor. Area of expertise: French literature of the 18th century, with secondary area or interest in French literature of the 17th century. The required qualifications are a PhD in French literature, pertinent teaching experience, a strong record of publication.

To: Ms. Sherry Pottle, Gillian Human Resources  
Office, Canadian Forces Base Kingston, PO Box  
17000, Kingston, Ontario K7M 4B6, Canada  
Phone: (613) 541 5010, ext 5694, Fax: (613) 541-  
4495; Email: s.pottle@dnd.ca. The expected  
starting date for the position is 1 August 2000.  
The closing date for applications is 1 June 2000.  
In accordance with the Public Service Employment  
Act, preference will be given to Canadian  
citizens. Applications from non-citizens and  
credentals are required to provide proof of  
Canadian equivalency you may consult the  
Canadian Information Centre for International  
Credentals at <http://www.cmec.ca/cicid/>  
for further information. The Royal Military College  
of Canada is a coeducational and bilingual in-  
stitution, and this position is offered equally to

**THE UNIVERSITY OF REGINA – Department of Geography** invites applications for the position of **Assistant Professor** in **Regional Development, Resource Management and Geographic Information Systems** at the Assistant Professor level, beginning July 1, 2001. The successful candidate will be responsible for a range of academic and administrative as well as advanced courses in his/her areas of expertise. Descriptions of the Department's programs are available upon request (306-585-4222), or from the University Registrar, 373-585-4222. For consideration, Geography Candidates should have a PhD in Geography or ABD, and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and research statement, and three letters of reference and transcripts to K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. 306-585-5333. Closing date for applications is August 31, 2001. Saskatchewan Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to a policy of affirmative action.

**BRANIGAN UNIVERSITY — The Department of Geology.** Applicants are invited for a leave/replacement term appointment in the Department of Geology beginning August 1, 2001, subject to budgetary approval. Length of term is negotiable. The position is full-time, 40 hours per week, maximum length of three years. Salary commensurate with qualifications and experience. APHD in geology is required but applicants without an earned doctorate will be considered. The successful applicant will be expected to maintain a research program in geology, and provide undergraduate instruction in geology. The position is in the Department of Introductory geology, and mineralogy/petrology.

MGILL UNIVERSITY — The Department of Social Studies of Medicine seeks an assistant professor in the history of medicine (tenure track) in the nineteenth and twentieth centuries. Department is an interdisciplinary unit within the Faculty of Medicine and includes historians, anthropologists and sociologists. It places strong emphasis on research and graduate supervision and is also responsible for providing able teaching.

**Simon Fraser University – Gerontology**  
= Health Promotion and Aging services applications for a tenure track position. Outstanding candidates are sought to fill a tenure-track faculty position at the junior Assistant Professor level, Reg. 2, 2000. The position requires a doctorate in gerontology or a related population health. Qualifications: PhD, demonstrated teaching ability, and a developing publishing record. The successful candidate will teach four 3-credit graduate level courses and supervise graduate students in Gerontology and the Master of Arts in Gerontology. The Masters Program is an innovative, interdisciplinary program that synthesizes research in health, aging, and social policy (an MD would be an additional asset).

Applications are invited for a full-time tenure track position as assistant professor. Applicants should have a demonstrated interest in research in environmental control and/or structural design of agricultural buildings. Teaching will be in areas such as design of enclosed environments, building systems and/or livestock facilities.

An earned PhD degree in bisystems, biological, food, agricultural, mechanical engineering or in a closely related discipline. The successful candidate is expected to develop a strong and focused research program, to supervise M.Sc. and PhD students, to seek research funding from industry and government, and to interact with industrial partners through technology transfer and research activities. The University values interdisciplinary and team research. Applicants should be eligible for registration with the Association of Professional Engineers and Scientists of Ontario. *Applicants must have a strong commitment to teaching and training. In addition to teaching in the engineering, technology and graduate programs, candidates also may be expected to be involved in teaching applied courses in agricultural technology for students in diploma and degree programs in agriculture.*

To apply, submit a letter of application indicating teaching and research interests and experience, date available, a resume, and the names, addresses and telephone numbers of three persons who can be contacted for references. Applications will be considered until **June 15, 2001** or until a suitable candidate is found. The position will be available July 1, 2001.

Apply to Professor C. Maulé, Head, Department of Agricultural and Bioresource Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, Saskatchewan, Canada S7N 5A9. E-mail: [maule@engr.usask.ca](mailto:maule@engr.usask.ca) Phone (306) 966-5306. For more information on the department, see our web page at: <http://www.enr.usask.ca/dept/age/>.

This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

**CANADA RESEARCH CHAIR**  
Biocomputing, Biomathematics or Biostatistics

The University of Guelph has applications or nominations to fill a Tier I or Tier II Canada Research Chair (CRC) position in an area of biocomputing, biomathematics or bioinformatics. The appointment may be in the Department of Mathematics and Statistics or in the Department of Computing and Information Science. A joint appointment is also possible. The Departments together have 4 faculty offering strong teaching and research programs to the PhD degree. Research programs are enhanced by faculty and graduate student participation in the Fields Institute for Research in Mathematical Sciences, Guelph-Waterloo Physics Institute and the Biophysics Interdepartmental Group. In addition, faculty are active participants of several projects in the Mathematics of Information Technology and Complex Systems (MITACS) research network, the Shared Hierarchical Academic Research Computing Network (SHARCNET), the University of Guelph Institute for Information Technology, and the Beavall supercomputer cluster. Further information concerning the departments is available at <http://www.mathstat.uoguelph.ca/> and <http://www.cis.uoguelph.ca/>. The candidate's research should complement the University of Guelph Strategic Research Plan, which can be found at <http://www.uoguelph.ca/Research/programs/crc/3a.html>.

The Canada Research Chair program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy. Further information on the CRC Program may be found at the program website at <http://www.chairs.gc.ca/>.

The successful candidate will be expected to maintain a vigorous research program, develop a strong graduate program and teach at both the graduate and undergraduate levels. Tier I candidates should be recognized by their peers to be world leaders in their research field and Tier II candidates are acknowledged to have the potential to lead their research field. Applications or nominations should include a curriculum vitae, a five-year research plan and four references, at least one of which addresses teaching. Forward applications to: Dr. O.B. Allen, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario N1G 2W1 (fax: 519-827-3223), or Dr. J. J. O'Regan, Department of Computer and Information Science, University of Guelph, Guelph, Ontario N1G 2W1 (fax: 519-827-3223). Applications should be received by 1 September 2001. All CRC appointments are subject to review and final approval by the CRC Secretariat in Ottawa.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY  
of GUELPH





UNIVERSITY OF  
CALGARY

## NSERC ASSOCIATE/ JUNIOR CHAIR IN LIFE CYCLE DESIGN ENGINEERING

Applications are invited from industry or academia to fill NSERC Associate/Junior Chair in Life Cycle Design Engineering. The Chair is supported by the Natural Sciences and Engineering Research Council of Canada (NSERC) and an industrial consortium.

The qualification for this position is either a professional design engineer with demonstrated industrial design experience or an academic with track records in design education and/or strong life cycle design engineering research such as life cycle design and analysis, design for environment, disassembly, reuse, remanufacturing and recycling.

The selected candidate will be required to teach both undergraduate and graduate courses, and work with the Senior NSERC Chair in establishing a centre of excellence in design engineering education and life cycle design engineering research programs, in collaboration with industrial partners and the design faculty at the University of Calgary.

The Associate/Junior Chair will hold a three-year term certain appointment in the Department of Mechanical and Manufacturing Engineering. Rank and salary will be commensurate with the qualifications and experience. This position will commence on July 1, 2001, or as soon as possible thereafter.

The Department of Mechanical and Manufacturing Engineering currently has 26 full-time faculty, 16 support staff and state-of-the-art research and educational facilities. It offers BSc, MSc, MEng, and PhD degrees in both Mechanical and Manufacturing Engineering, and has over 400 undergraduate students and over 90 graduate students. The Department is committed to excellence in research and education. Innovative research programs are well established in Advanced Manufacturing and Design, Applied Mechanics, Biomechanics, Energy/Thermo-fluids, Materials, Mechatronics, Robotics and Controls. Detailed information is available on our Web site at [www.eng.ucalgary.ca/mechanical](http://www.eng.ucalgary.ca/mechanical).

The University of Calgary is a public institution with a full-time student population of over 25,000. The City of Calgary has a population of over 850,000 and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

Applicants are invited to send their curriculum vitae and a list of 3 names of references to: **Dr. P. Gu**, Professor and NSERC Chair in Life Cycle Design Engineering, Department of Mechanical and Manufacturing Engineering, University of Calgary at the address below or by e-mail: [pgu@ucalgary.ca](mailto:pgu@ucalgary.ca). Phone: (403) 220-7163; Fax: (403) 282-8406. Recruitment activities will begin **June 1, 2001**.

*In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.*

## COMPUTER SCIENCE

As part of a large expansion, the Computer Science Department seeks outstanding candidates in the Instructor ranks.

Candidates must possess a Master's degree or doctorate in Computer Science or a related discipline. A strong interest in teaching and course development is essential. Successful candidates will have a broad background sufficient to teach any first- or second-year Computer Science course in our program. While there is no research requirement at the Instructor level, it is expected that successful candidates will have one or more well-defined areas of prime interest in which they remain current and able to teach more senior courses.

The Department is committed to excellence in both teaching and research. It has a flourishing graduate program and extensive state-of-the-art computing facilities. Further information about the department is available at <http://www.cpsc.ucalgary.ca>.

The City of Calgary offers a very high quality of life, as well as outstanding opportunities for outdoor pursuits in the nearby Rocky Mountains.

Interested candidates should send a curriculum vitae including a concise description of recently taught courses and the names and e-mail addresses of three references to: **Dr. K.O. Loose**, Head, Department of Computer Science, University of Calgary at the address below or by e-mail: [search@cpsc.ucalgary.ca](mailto:search@cpsc.ucalgary.ca).

To expedite the handling of applications, candidates are requested to ask those named as references to send supporting letters to the same address. Applications will be considered as they are received and the search will be continued until all available positions are filled. Recruitment process will begin **May 31, 2001**.

*Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.*

## MARKETING

The Faculty of Management is seeking candidates with a PhD and established research publication record to fill a senior associate/full professorship position in Marketing. The successful candidate will be expected to take a leadership role in the research activities of the area, which emphasize B2B; services; relationship; and international marketing; innovation and new product development; sales management; e-business and issues at the marketing/technology/entrepreneurship interface. The successful candidate will be expected to teach at both the graduate and undergraduate levels, and to supervise higher degree students in their thesis research. Expected starting date is **July 1, 2002**.

The Faculty of Management is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,200 full and part-time students currently enrolled in Bachelor's, Master's and PhD programs, the Faculty boasts close to 12,000 alumni in 50 countries around the globe. An AACSB accredited institution, the Faculty of Management expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided.

The University of Calgary is located on a modern campus in an attractive residential area, just minutes from downtown. With a population of over 850,000, Calgary is Canada's second largest head-office city and enjoys a vibrant economic climate based on energy and tourism industries, as well as growing high-tech and service sectors. This business environment provides a variety of opportunities for marketing scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and the contact details of three references by **July 1, 2001**, to **Dr. C.L. Hung**, Chair, Marketing Area, Faculty of Management, University of Calgary, at the address below. Phone: (403) 220-6684; e-mail: [clhung@ucalgary.ca](mailto:clhung@ucalgary.ca).

For more information, please visit [www.ucalgary.ca/mg/postings](http://www.ucalgary.ca/mg/postings).

*Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.*

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

*The University of Calgary respects, appreciates and encourages diversity.*

To see all our academic career opportunities, please visit [www.ucalgary.ca/HR/career](http://www.ucalgary.ca/HR/career)

*The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.*

## FACULTY OF SOCIAL WORK

The Faculty of Social Work supports a spirit of enquiry from multiple perspectives, and critical reflection when generating and applying knowledge to the professional teaching, scholarship, and practice of social and individual change. The Faculty provides social work education at the baccalaureate and graduate levels leading to the degrees of BSW, MSW, and PhD. It also provides campus programs in Lethbridge and Edmonton and an off-campus program to increase access to social work education in rural, remote, and Aboriginal communities in Alberta. The University of Calgary is a young, dynamic, comprehensive research university.

### Professor

The Faculty of Social Work invites applications for a senior academic position on its Calgary campus. Candidates must possess a doctorate, at least one degree in social work (or equivalent), a strong research and scholarship profile, direct social work practice experience, and post-secondary teaching experience.

We are searching for candidates with strong leadership and management capabilities as well as experience in curriculum development and writing grant proposals. In addition, specialized knowledge and expertise in any combination of the following areas will be important—child welfare, children's mental health, services to vulnerable children and families; poverty, housing, and homelessness; health/mental health, disabilities policy and practice; substance abuse and addictions; mediation and conflict resolution; or Aboriginal issues. Experience in distance and technology-mediated teaching and learning will be an asset in this competition.

Rank and salary for this position are at the full professor level.

### Instructor, Assistant Professor, and Associate Professor

The Faculty of Social Work invites applications for academic positions in its Access Division at the Assistant Professor, Associate Professor, and Instructor ranks. These positions may be tenure track or limited term.

Successful candidates for these positions will be responsible for teaching and curriculum design within the accredited undergraduate program delivered through the Access Division to rural, remote, and Aboriginal communities in Alberta. At present, there are seven such sites—Grande Prairie, High Level, Peace River, Red Deer, Slave Lake, Hobbema, and Standoff—with more to be added. Travel to various sites for evening and weekend delivery is an expectation.

Candidates for the Assistant and Associate Professor vacancies must possess a doctorate (or near completion), at least one degree in social work, refereed scholarly publications, direct social work practice experience, and preferably post-secondary teaching experience.

Candidates for the Instructor positions must possess a graduate degree in social work, direct social work practice experience, and preferably post-secondary teaching experience.

In addition to knowledge and experience of generalist social work practice, we are searching for candidates with expertise related to: curriculum development to ensure cultural and geographic relevance to communities outside urban areas; course content sensitive to First Nations and Metis peoples; community development related to partnerships with local stakeholders, and experience in distance and technology-mediated teaching and learning.

Rank and salary for this position will coincide with qualifications.

### Associate Director of Field Education

The Faculty of Social Work invites applications for the position of Associate Director of Field Education. This academic position is at the rank of Assistant Professor or Instructor and may be tenure track or limited term.

The successful candidate for this position will work half-time with the Access Division taking responsibility for coordination of its off-campus field education program, and half time with the Faculty's Director of Field Education on the Calgary campus. This includes planning, development, coordination, and administration of the field education component. Although the position resides in Calgary, travel to our various sites is an expectation.

Candidates for the position at the Assistant Professor rank must possess a doctorate (or near completion), at least one degree in social work, refereed scholarly publications, direct social work practice experience, and preferably post-secondary teaching and field education experience, as well as experience in distance and technology-mediated teaching and learning. Teaching, scholarship, and service are expectations of this rank. Candidates applying at the Instructor rank must possess a graduate degree in social work, direct social work practice experience, and post-secondary teaching and field education experience. Teaching and service are requirements of this rank.

Specialized knowledge and expertise in any combination of the following areas will be an asset in this competition—children's services, child welfare; poverty and homelessness; health/mental health, disabilities policy and practice; substance abuse and addictions; Aboriginal issues; and rural and northern social work practice.

Rank and salary for this position will coincide with qualifications.

The Faculty is committed to increasing cultural, ethnic, and gender diversity in its complement of academic staff and therefore encourages applications that would support this commitment.

The Professor and Associate Director of Field Education competition will remain open until qualified applicants have been chosen; consideration of candidates will, however, commence **May 31, 2001**, with appointment dates to coincide with the beginning of either the academic Fall or Winter Sessions.

The Instructor, Assistant Professor, and Associate Professor competition will remain open until qualified applicants have been chosen; consideration of candidates will, however, commence **June 30, 2001**, with appointment dates to coincide with the beginning of either the academic Fall or Winter Sessions.

Please send a letter of application, a curriculum vitae, and the names and addresses of three references to: **Dr. Gayla Rogers**, Dean, Faculty of Social Work, University of Calgary at the address below. Phone: (403) 220-5945; Fax: (403) 284-1391.

*Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.*

[www.ucalgary.ca](http://www.ucalgary.ca)



# CARRIÈRES

## HUMAN JUSTICE

**THE UNIVERSITY OF REGINA** — The School of Human Justice invites applications for a tenure track appointment beginning January 1, 2002. The successful applicant will have a PhD in law, criminology, sociology, or a related field, and will have a strong background in teaching and research in the areas of criminal justice and social justice. It is expected that the candidate will have completed a PhD degree, but additional tests in academic achievement, practical experience in these areas of interest will also be positively considered. Rank and salary will be commensurate with the candidate's qualifications and experience, but it is expected that the appointment will be at the Assistant Professor level. Applications must be received by September 1, 2001 and should include a curriculum vitae, a statement of teaching and research interests, and a description of the candidate's employment record and experience or involvement with issues or programs in international justice or development. The candidate must also arrange to have three letters of reference sent directly from the referees to the Dean of Arts at the time of application. Applications should be sent to: Dr. M. Smith, Dean, Faculty of Law, University of Regina, Regina, SK S4S 0A2, Fax: (306) 585-5388. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

## INDUSTRIAL RELATIONS

**QUEEN'S UNIVERSITY** — has an opening for a Research Associate in Industrial Relations with a term appointment of up to three years. The position may also be open to subsequent reappointment after a 12-month appointment period. Applicants should have either a Master's degree in one of the social sciences with substantial research experience or a PhD with a specialization in human resource management and/or labour relations. The position involves conducting applied and policy oriented research on industrial relations issues as well as teaching one or two term courses in the following research areas in our MHR program: Applicants with a strong background in qualitative and quantitative research methods and interests in compensation or HRIS will be preferred. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Applicants should send a curriculum vitae and at least three letters of recommendation to the Director, Industrial Relations Centre/ School of Industrial Relations, Policy Studies Building, Queen's University, Kingston, Ontario K7L 3N6, (613) 533-3392.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Faculty of Business Administration. Applications are invited for a tenure-track faculty position at the rank of assistant professor in the Department of Management Science (FBA-02.01) area commencing 1 August 2001. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in the area of industrial relations. Applicants should have a PhD in industrial relations, a master's degree in a related field, and a commitment to teaching and research in a university environment. Approximately 1000 students in the undergraduate programs of the Faculty while the MBA program has approximately 220 students, mostly part-time. For more information, visit our website at [www.mun.ca](http://www.mun.ca). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should be sent to three referees: to Dr. Bill Blaine, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NL A1B 3X9, Canada. Filing this position is dependent on funding. Applications will be accepted and considered until the position is filled. For further information, telephone (709) 737-4633 or fax (709) 737-2467 or e-mail [blaine@mun.ca](mailto:blaine@mun.ca). Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs, access to a wide range of extracurricular activities, Memorial University of Newfoundland is committed to employment equity.

## INFORMATION SYSTEMS

**UNIVERSITY OF WATERLOO** — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty which range from information systems to the management of technology, to applied operations research. Applicants can learn more about faculty interests at <http://www.mano.uwaterloo.ca/faculty.html>, and about the Department at <http://www.mano.uwaterloo.ca/>. The University of Waterloo encourages applications from all qualified individuals, including women, aboriginal people, people with disabilities, and persons with visible minorities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to: Professor J. David Fuller, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: [fuller@engmail.uwaterloo.ca](mailto:fuller@engmail.uwaterloo.ca), fax: 519-766-7252.

## KINESIOLOGY

**UNIVERSITY OF WINDSOR** — Invites applications for a two-year limited-term faculty position in the Faculty of Human Kinetics in the area of kinesiology and health, as lecturer or assistant professor commencing July 1, 2001. For details visit our website at: [http://www.uwindsor.ca/human\\_kinetics](http://www.uwindsor.ca/human_kinetics). Contact: Dr. R. Head, Department of Kinesiology, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 2430, Fax: 519-973-7056, E-mail: [bouchard@uwaterloo.ca](mailto:bouchard@uwaterloo.ca)

## LIBRARY

**UNIVERSITY OF WINDSOR** — Invites applications for a tenure-track position in the Reference Department of the Ledy Library for an Information Library and Cataloguing Librarian commencing July 1, 2001. For details visit our website at [www.uwindsor.ca/lib](http://www.uwindsor.ca/lib). Contact: Gwendolyn Ebbett, University Librarian, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 3165, Fax: 519-973-3638, E-mail: [gebbett@uwaterloo.ca](mailto:gebbett@uwaterloo.ca)

## LINGUISTICS

**UNIVERSITY OF OTTAWA** — The Department of Linguistics invites applications for a two-year replacement position in psycholinguistics commencing July 1, 2001. This is a temporary position. Applicants should have a PhD in linguistics and demonstrate ability to teach courses in Language Acquisition and Processing. Teaching duties include five one semester courses at the undergraduate and graduate levels in psycholinguistics, syntax or phonology. Bilingual (French/English) candidates will be given priority. Applicants should submit a cv, samples of scholarly research and arrange to have at least three (3) letters of recommendation sent to: Dr. André Lapierre, Chair, Department of Linguistics, University of Ottawa, PO Box 450, Ottawa, ON K1N 6N5. Candidates will be considered until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In addition, under the Free Trade Agreement, citizens of the United States or Mexico will also be considered.

**UNIVERSITÉ D'OTTAWA** — Le département de linguistique annonce un poste de professeur (remplacement) en psycholinguistique d'urgence de deux ans avec possibilité de renouvellement. Le poste est temporaire. Les candidats doivent détenir un doctorat en linguistique et démontrer la capacité d'enseigner les cours en acquisition et traitement du langage. La charge d'enseignement consiste en cinq cours semestriels au niveau pré-diplômé et supérieur. On attendra ce que la candidature présente des échantillons de travaux de recherche et au moins trois (3) lettres de recommandation à: M. André Lapierre, directeur, Département de linguistique, Université d'Ottawa, CP 450, Succursale A, Ottawa, ON K1N 6N5. Les candidats seront examinés jusqu'à ce que le poste soit comblé. Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste est offert aux citoyens/Canadiens et aux résidents permanents. De plus, en vertu de l'Accord de libre-échange, les citoyens/les États-Unis ou du Mexique peuvent aussi poser leur candidature.

**UNIVERSITY OF OTTAWA** — Le département de linguistique annonce un poste de professeur (remplacement) en sociolinguistique d'urgence de deux ans avec possibilité de renouvellement. Le poste est temporaire. Les candidats doivent détenir un doctorat en linguistique et démontrer la capacité d'enseigner les cours en acquisition et traitement du langage. La charge d'enseignement consiste en cinq cours semestriels au niveau pré-diplômé et supérieur. On attendra ce que la candidature présente des échantillons de travaux de recherche et au moins trois (3) lettres de recommandation à: M. André Lapierre, directeur, Département de linguistique, Université d'Ottawa, CP 450, Succursale A, Ottawa, ON K1N 6N5. Les candidats seront examinés jusqu'à ce que le poste soit comblé. Conformément aux exigences prescrites en matière d'immigration au Canada, ce poste est offert aux citoyens/Canadiens et aux résidents permanents. De plus, en vertu de l'Accord de libre-échange, les citoyens/les États-Unis ou du Mexique peuvent aussi poser leur candidature.

## MANAGEMENT OF TECHNOLOGY

**UNIVERSITY OF WATERLOO** — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Management of Technology, commencing between May 1 and September 1, 2001. We are seeking someone with a PhD, who is capable of teaching research and graduate student supervision in engineering management, technology and innovation management, or economics of technological change. Applicants can learn more about faculty interests at <http://www.mano.uwaterloo.ca/faculty.html>, and about the Department at <http://www.mano.uwaterloo.ca/>. The University of Waterloo encourages applications from all qualified individuals, including women, aboriginal people, people with disabilities, and persons with visible minorities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to: Professor J. David Fuller, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: [fuller@engmail.uwaterloo.ca](mailto:fuller@engmail.uwaterloo.ca), fax: 519-766-7252.

## MATHEMATICS

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Mathematics invites applications for a limited term position as the Chair of Assistant Professor for the period July 1, 2001 to June 30, 2002. Candidates must have a PhD in Mathematics, and have experience teaching undergraduate Mathematics courses. The successful candidate will also have an active research program in the area of invariant theory and algebraic groups. Duties will include teaching four half courses and contribution to research in the department. Those interested in applying for this position should forward a curriculum vitae and have three letters of reference sent to: J.F. Jardine, Professor and Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7. At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. We also welcome e-mail inquiries and submissions to be sent to the address: [math-jardine@uwo.ca](mailto:math-jardine@uwo.ca). Our web address is <http://www.math.uwo.ca>. The deadline for applications is July 1, 2001. The effective date of the appointment is July 1, 2001. Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal people, and persons with disabilities.

**QUEEN'S UNIVERSITY** — The Department of Mathematics and Statistics will be making at least one renewable, tenure-track appointment in Mathematics and Engineering at the Assistant Professor level to begin January or July 2002. Members of the Mathematics and Engineering group are currently active in the areas of communications and information theory, control and dynamics and mechanics. The Department also has an interest in expanding into other areas including partial or applied differential equations, large scale scientific computation and statistical data analysis. Candidates must have a PhD in applied mathematics, electrical, mechanical or chemical engineering, computer science, statistics or a closely related field. Membership or eligibility for membership in a Canadian professional engineering association is required. Ideally, this requires an undergraduate engineering degree. Candidates are expected to have a strong research record, develop an independent research programme, and offer evidence of a strong ability and interest in teaching a range of applied mathematics/statistics courses and in supervising graduate students. Salary will be commensurate with qualifications and experience. Interested candidates should arrange that a curriculum vitae, descriptions of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications be sent to the address below, preferably before May 15, 2001. At least one letter should comment on the candidate's teaching. Dr. Joan M. Geramita, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, K7L 3N6, Canada, e-mail: [position@math.queensu.ca](mailto:position@math.queensu.ca), fax: (613) 533-2964, <http://www.math.queensu.ca>. Canadian citizens and permanent residents will be considered first for this position. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Mathematics is seeking to nominate a candidate for an NSERC University Faculty Award in the Fall, 2001 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint very promising women and Aboriginal researchers in tenured or tenure-track positions in Science and Engineering. Further information on the program can be found at the following web page: [http://www.nserc.ca/prog/univ\\_faculty\\_award.htm](http://www.nserc.ca/prog/univ_faculty_award.htm). The nominees from our Department will have an outstanding record of research and publication in a field related to one of the existing areas of strengths of the Department, which include homotopy theory, algebraic topology, number theory, non-commutative algebra, cyclic homology, algebraic groups, complex analysis and analysis of p-adic groups. The candidates will be expected to supervise graduate students. The appointment is scheduled to begin July 1, 2002. Those interested in being nominated for this award should send a curriculum vitae and have at least three referees send letters of reference to: Professor J.F. Jardine, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7, Canada. We also welcome e-mail inquiries and submissions to be sent to the address: [math-jardine@uwo.ca](mailto:math-jardine@uwo.ca). Application materials should arrive no later than August 15, 2001. This position is subject to the success of the application to NSERC. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position.

**THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Applied Mathematics invites applications for a limited term position of Assistant Professor for the period September 1, 2001 to August 31, 2003. Candidates would have a PhD, have experience teaching undergraduate mathematics courses and faculty with Maple, Matlab and "C". Duties include the preparation of lectures and course material, setting of assignments and examinations and marking. The individual should also be able to work effectively with other faculty on multi-section courses, be able to teach large enrolment classes and supervise teaching assistants on such courses. Salary will be commensurate with experience. Normal faculty benefits apply. The deadline for applications is July 4, 2001. The effective date of the appointment is September 1, 2001. Applications should be sent to: Dr. Paul J. Sullivan, Chair, Department of Applied Mathematics, Western Science Centre, The University of Western Ontario, London, Canada, N6A 5B7, e-mail: [psu@uwo.ca](mailto:psu@uwo.ca). Positions are subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.



## McMaster University Jack Laidlaw Chair in Patient-Centered Health Care

The Faculty of Health Sciences, McMaster University invites applications and nominations for the Jack Laidlaw Chair in Patient-Centered Health Care. This is an endowment to advance the body of scholarship on patient-centered health care across disciplines and to challenge and change the current health care culture. The Chair will work collaboratively with other academic and health care providers to foster the implementation of patient centered health care.

- Responsibilities of the Chair span the areas of education, patient care and research as follows:
- Develop implement and evaluate educational, patient care and research strategies to improve communication among health providers and patients and their families to provide care and support to the patient over and above care specifically for the prevention and treatment of disease;
  - Develop, evaluate and foster provision of patient-centered health care with a focus on the well-being of the patient. Humane care should be integral to, not separate from technical care;
  - Conduct research in patient-centered health care, particularly studies of providers and patient characteristics and systems that influence patient-centered health care;

In all of the above endeavors, attention should be paid to:

- Developing and evaluating methods to reach groups of patients for whom access to care tends to be limited by age, education/literacy, social, economic, ethnic and cultural issues and who, as a consequence, have poorer health outcomes;
- Fostering the development and evaluation of new technologies for consumer related communication while at the same time recognizing that technology is a necessary but insufficient condition for achieving the desired level of care; focusing on information transfer and uptake that spans all technologies and is not restricted to computer-based strategies.

The competition is open to individuals with a background in any health care discipline. The holder of the chair will undertake the normal duties of a faculty member in the Faculty of Health Sciences. The initial term for the chair is five years and is renewable. Academic appointment status, academic rank and salary will be commensurate with qualifications and experience.

McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be considered first for this position.

Application and nominations including a curriculum vitae and the names of three (3) referees may be forwarded by May 31, 2001 to: The Chair of the Selection Committee, c/o Mrs K. Dion, Room H.Sc. 2J5, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. The position is available upon selection of a suitable candidate, however the start date is negotiable.

For more information about the Faculty visit our Web-site at: [www.fhs.mcmaster.ca](http://www.fhs.mcmaster.ca).



## MOUNT ROYAL COLLEGE Department of Chemical, Biological & Environmental Sciences

### Full-Time, Tenure-Track Instructor

The Department of Chemical, Biological and Environmental Sciences, Mount Royal College, invites applications for a full-time, tenure-track position. The position will commence August 15, 2001. The College is seeking candidates with a focus on teaching and learning. Interest in the integration of technology and learning, development of an outcomes-based curriculum and international education may be assets.

Primary duties include teaching courses in introductory human anatomy and physiology to nursing and non-nursing students. A minimum of a Master's Degree in anatomy or physiology is required (PhD preferred). Teaching experience at the college or university level is a definite asset and the ability to work in a team is required. Applicants should send a complete dossier (including curriculum vitae, 3 references, and evidence of teaching experience) quoting Competition #CAUTS283ET.

For further information, contact Dr. Michael Pollock, Chair, Department of Chemical, Biological and Environmental Sciences at (403) 240-6680 or [mpollock@mtroyal.ab.ca](mailto:mpollock@mtroyal.ab.ca) or visit [www.mtroyal.ab.ca](http://www.mtroyal.ab.ca).

### Part-Time Instructors Fall Semester (September - December 2001)

The Department of Chemical, Biological and Environmental Sciences, Mount Royal College, requires part-time instructors to teach chemistry and biology classes in the Fall 2001 Semester.

A minimum qualification of a Bachelor's Degree in the appropriate discipline is required (M.Sc. preferred). Candidates with backgrounds in organic chemistry and human anatomy/physiology are especially encouraged to apply. Please submit your curriculum vitae, including qualifications and the names of 3 references, quoting Competition #CAUTS284ET.

Interested applicants should reply to:

Department of Human Resources  
Mount Royal College  
4825 Calgary Road S.W.  
Calgary, Alberta, Canada T3E 6K6  
Email: [humanresources@mtroyal.ab.ca](mailto:humanresources@mtroyal.ab.ca)  
Fax: (403) 240-6629

Deadline for applications is May 11, 2001. In accordance with Canadian immigration requirements, preference will be given to applicants who are either Canadian citizens or landed immigrants in Canada. Mount Royal College thanks all applicants for their interest. Only applicants selected for an interview will be contacted.



# CAREERS CARRIÈRES

**UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding research candidates for Canada Research Chairs. The Faculty expects to fill such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at <http://www.chair.gc.ca>. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: <http://www.math.uwaterloo.ca/faculty/index.html>. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as referees. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

## MEDICAL PHYSICS

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — Faculty of Business Administration. Applications are invited for research faculty appointments at the Ontario Cancer Institute, Princess Margaret Hospital/University Health Network. The successful candidate will carry

out independent research programs in therapeutic and diagnostic applications of biophysics, photobiology or optical microscopy. Applicants must hold a PhD or M.D. degree and have a strong track record of independent research in one or more of these fields. Candidates must be eligible for cross-appointment in the Department of Medical Biophysics, University of Toronto, at an appropriate rank. The biophysics program at OCUIH is linked to Provincial and Federal photonics networks, and experience in bridging industry and clinical specialties, particularly oncology, would be a particular advantage. CVs and names of 3 referees should be sent to: Dr. Brian Wilson, Director of Medical Physics, Ontario Cancer Institute, 610 University Ave., Toronto, ON M5G 2M9, Canada. Closing Date: May 31, 2001. The Princess Margaret Hospital, a teaching hospital of the University of Toronto, has an international reputation as a global leader in the fight against cancer and is one of the top comprehensive cancer research and treatment centres in the world. The Ontario Cancer Institute is the research institute of the Princess Margaret Hospital, which, with the Toronto Hospital and the Toronto Western Hospital, is a member of the University Health Network. The Ontario Cancer Institute houses 6 Research Divisions encompassing structural biology, cell & molecular biology, experimental therapeutics, epidemiology & biostatistics, biomaterials and medical physics, employing full-time faculty members, post-doctoral fellows and graduate students. There are excellent opportunities for inter-disciplinary collaborations, within the Ontario Cancer Institute and with other clinical and research groups at the University

Health Network, and with basic and clinical sciences programs at University of Toronto. The Ontario Cancer Institute at Princess Margaret Hospital is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## MEDICINE

**UNIVERSITY OF MANITOBA** — The Section of Neurosurgery in the Department of Surgery, Faculty of Medicine is seeking applications for a full-time Research Associate effective July 01, 2001 or as soon thereafter, if possible. The successful candidate would normally hold a PhD degree, with probable consideration given to a Master's degree with experience in clinical research. The Research Associate would be assisting Dr. Anthony Kaufmann, Neurosurgeon, who is the Director of Research and Development in the Acute Interventional Neurosciences Sub-program (AINS). The primary responsibility of the Research Associate will be to carry out clinical research in doing so, duties may include supervision of other researchers and technical personnel, and also participation in various aspects of student research. Minimum starting salary will be \$45,500 per annum plus benefits. Research Associates who hold a full-time appointment for a period of 12 months or more are eligible for the Staff Benefits Program at the University of Manitoba. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Cana-

dian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The closing date for this competition is June 01, 2001. Interested candidates should apply, enclosing curriculum vitae in writing to: Dr. Anthony Kaufmann, Director of Research and Development AINS Sub-program, Section of Neurosurgery — Department of Surgery, University of Manitoba, MS 238 B, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1W9.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Faculty of Medicine invites applications for the position of Associate Dean, Community Health. This is a senior academic appointment within the Division of Community Health, usually at the rank of full professor. The position will be available September 1, 2001. The successful candidate will provide academic, administrative and research leadership to the Division of Community Health in its role within the Faculty of Medicine and Memorial University and with its outreach to community agencies and government. Required qualifications are a PhD or an appropriate health science, or an MD with a Masters degree in Community Health or related field or Royal College certification in Community Medicine. Academic administrative experience will be considered an asset. Community Health is an ongoing emphasis of the Faculty of Medicine with areas of excellence in health services research, health policy, sociobehavioural health sciences, epidemiology and biostatistics. The Division offers post-graduate diplomas, masters and PhD programs. The Division of Community Health maintains an active liaison with the Department of Health and Community Services, Government of Newfoundland and Labrador, in the areas of health care planning and research. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Applications, including a curriculum vitae and names of at least three referees should be directed to: Dr. Roy West, Associate Dean, Division of Community Health, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X6, Canada. The closing date for applications is July 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Interested persons should address their enquiries/applications on or before June 15, 2001 to: Dr. S. D. Peters, Professor and Vice Dean, Faculty of Medicine, Chair, Search Committee for Associate Dean, Community Health, Memorial University of Newfoundland, St. John's, NF Canada A1B 3X6, Tel: (709) 771-7090; Fax: (709) 771-7569; Email: [specter@mun.ca](mailto:specter@mun.ca).

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Faculty of Medicine seeks a full time tenure-track faculty member in Biostatistics, in the Division of Community Health. Candidates for the position should hold at least a Masters degree and preferably a PhD in biostatistics, Applied Statistics or in a related area, and have experience in applied or health research. The level of appointment will be consistent with the qualifications of the successful applicant. Responsibilities will include maintaining an active research program and contributing as appropriate to the undergraduate medical and graduate teaching programs of the Division of Community Health. Providing statistical advice to the graduate and undergraduate students and clinical/health-care faculty is expected. Priority will be given to an individual with a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Biostatistics is an area of ongoing emphasis in the Faculty of Medicine, particular opportunities exist for collaboration in the areas of population-based epidemiology, health services research, behavioural sciences, oncology, human genetics, and clinical epidemiology. The Division of Community Health maintains an active liaison with the Department of Health and Community Services, Government of Newfoundland and Labrador, in the areas of health care planning and research. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Applications, including a curriculum vitae and names of at least three referees should be directed to: Dr. Roy West, Associate Dean, Division of Community Health, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X6, Canada. The closing date for applications is July 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Interested persons should address their enquiries/applications on or before June 15, 2001 to: Dr. S. D. Peters, Professor and Vice Dean, Faculty of Medicine, Chair, Search Committee for Associate Dean, Community Health, Memorial University of Newfoundland, St. John's, NF Canada A1B 3X6, Tel: (709) 771-7090; Fax: (709) 771-7569; Email: [specter@mun.ca](mailto:specter@mun.ca).

leading in the musculoskeletal area. We are interested in an individual with the ability to move the field of musculoskeletal physical therapy science forward. The individual requires excellent leadership and interpersonal skills as well as experience in working with multi-disciplinary teams and community clinicians. The individual should have a keen understanding of the basic and applied aspects of the musculoskeletal area as well as awareness of current practice and research in the field and ability to identify future areas for physical therapy research. Priority will be given to individuals with a promising publication record in refereed journals, evidence of a productive research program supported by external funding, effective teaching and research experience in musculoskeletal physical therapy. The successful candidate will be expected to teach in the area of higher education including the musculoskeletal course in the professional physical therapy program and to develop a research program in the musculoskeletal area. As well, the individual may teach at a graduate level and supervise graduate students in the MSc Program in Rehabilitation Science. A specific focus is sought in research that is directed towards the clinical application of musculoskeletal practice dedicated towards an understanding of the fundamental basis of practice, the methodologies for measurement and outcomes of practice for those with musculoskeletal injury/disease or disability. The University of Toronto is a major public research university and academic health science center that is affiliated with 8 teaching hospitals in the Toronto area. Toronto provides a rich environment for collaborative research. The department's research focuses on the application of research findings to practice for those with musculoskeletal injury/disease or disability. Research is approached from basic, applied and clinical approaches. We have active research laboratories in the areas of cardiopulmonary physiology, exercise physiology, electrotherapy, neuroplasticity and rehabilitation, biomechanics and measurement of human movement. The department offers a BSc (PT) as the professional preparation in Physical Therapy but it is anticipated to move to a Master's Entry Level in the fall of 2001. Faculty participation in an interdisciplinary MSc program in Rehabilitation Science and a PhD Program in the Institute of Medical Science. Interested qualified individuals are requested to send in confidence a letter outlining their qualifications for the position including a curriculum vitae and three reference letters sent to: Professor Molly Verrill, Chair, Department of Physical Therapy, Faculty of Medicine, University of Toronto, 256 McCaul Street, Toronto, Ontario M5S 1W5. E-mail: [mverrill@utoronto.ca](mailto:mverrill@utoronto.ca); Tel: 416-978-5335; The University



## McMaster University Arnold L. Johnson Chair in Health Care Ethics

The Faculty of Health Sciences, McMaster University invites applications and nominations for the Arnold L. Johnson Chair in Health Care Ethics. This is an endowed chair established to develop an academic program in health care ethics in collaboration with the teaching hospitals and partners within the Academic Health Sciences network.

The role of the endowed chair will be to provide leadership and participate in the development of educational curricula in health care ethics in undergraduate, graduate and post-graduate programs of the Faculty of Health Sciences; develop a personal research program and promote research in the area of health care ethics; promote an understanding of health care ethics in the community; provide advice and participate in the activities of the Clinical Ethics Committees and Research Ethics Boards of the Faculty of Health Sciences/Hamilton Health Sciences Corporation and St. Joseph's Healthcare Hamilton; establish links with the Department of Philosophy and other academic units as appropriate at McMaster University and in the broader community.

The holder of the endowed chair will undertake the normal duties of a faculty member in the Faculty of Health Sciences. The successful candidate will be an individual with appropriate clinical and academic experience.

The initial term for the chair position is five years, renewable. Academic appointment status, academic rank and salary will be commensurate with qualifications and experience.

McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be considered first.

Application and nominations (including a curriculum vitae and the names of three (3) referees may be forwarded by May 31, 2001 to: Dr. W. Orovon, Dean and Vice-President (Acting), Faculty of Health Sciences c/o Mrs K. Dion, Room H.Sc. 2J5, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. The position is available upon selection of a suitable candidate, however the start date is negotiable.

For more information about the Faculty visit our Web-site at [www.fhs.mcmaster.ca](http://www.fhs.mcmaster.ca).



## Dalhousie University Associate Professor (Tenure Track) Division of Medical Education

The Division of Medical Education at Dalhousie University seeks a qualified person with expertise in educational research and faculty development for a tenure track position at the Associate Professor level. Major responsibilities include Faculty Development activities in the Faculty of Medicine, as well as research and development in various areas, with particular emphasis on Communication Skills. In addition, the incumbent will provide consultation and guidance to faculty members and groups with various educational responsibilities across the medical education curriculum.

Founded in 1995, the Division of Medical Education conducts educational research and development across the continuum of medical education, provides a broad range of Faculty-wide professional development activities, and houses an excellent Faculty-wide communication skills program for teachers, learners and practicing physicians. The Division also provides an academic home and collegial community for faculty members heavily involved in medical education, and has an affiliation with both Medical Informatics and Medical Humanities. The Division currently has three full-time faculty members and is expanding. Further information on Faculty Development in the Division of Medical Education may be found at the Faculty Development web site: <http://www.medicine.dal.ca/dme/facdev/>.

Qualifications include a PhD or EdD in Education or a related field. The successful candidate will have at least six years' experience in medical education or a related field, and will have demonstrated an ability to conduct and publish independent research in education.

This position becomes available July 1, 2001. Applications will be accepted until the position is filled.

Please send a curriculum vitae, along with a letter of application and the names and addresses of three referees to:

Dr. Karen V. Mann, Professor and Director  
Division of Medical Education  
Dalhousie University, Faculty of Medicine  
Room C-112, Clinical Research Centre  
5849 University Avenue, Halifax, NS B3H 4H7

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal Peoples, persons with a disability, racially visible persons and women.

Comptant 10 facultés et accueillant 25 000 étudiantes et étudiants, l'Université d'Ottawa est la plus importante université bilingue en Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes. La Faculté d'éducation est à la recherche

## d'un professeur ou d'une professeure en Counselling éducationnel.

Il s'agit d'un poste conduisant à la permanence au rang de professeur adjoint.

- Qualifications :
1. Ph.D. ou Ed.D. en counselling ou domaine relié (psychologie scolaire ou clinique)
  2. Dossier actif de recherche en counselling
  3. Être membre d'une association reliée au counselling
  4. Expérience en orientation scolaire ou en counselling vocationnel et personnel
  5. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat.

- Fonctions :
1. Enseignement en français au programme de M.Éd. (Counselling éducationnel) et possibilité d'enseignement dans les autres programmes facultaires (B.Éd., M.A., Ph.D.)
  2. Recherche en counselling
  3. Supervision de stages en counselling éducationnel et au B.Éd.
  4. Supervision de thèses de M.A. et de Ph.D.
  5. Participation aux activités universitaires

Salaires : Selon les titres, les qualités et l'expérience en conformité avec la convention collective.

Contexte de travail : Ouvrir dans le domaine de l'éducation en langue française en Ontario et collaborer avec les partenaires du milieu scolaire.

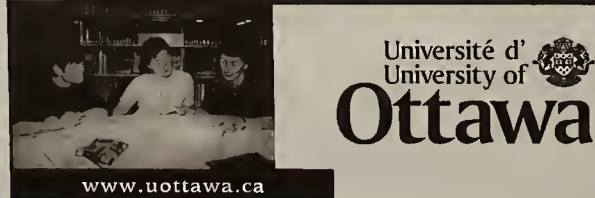
Entrée en fonction : 1er juillet 2001

Les candidatures seront examinées pour les concours se terminant le 15 mai et le 15 août 2001. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondantes ou répondants à :

Cécile Champagne-Muzar, vice-doyenne (programmes)  
Faculté d'éducation, Université d'Ottawa  
145 rue Jean-Jacques Lussier (316A)  
Ottawa, Ontario K1N 6N5.

Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux personnes ayant le statut de citoyen ou de résident du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

## Faculté d'éducation • Faculty of Education



[www.uottawa.ca](http://www.uottawa.ca)



# CAREERS CARRIÈRES

of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to the further diversification of ideas.

**THE UNIVERSITY OF TORONTO – Faculty of Medicine.** The University together with the Toronto Rehabilitation Institute invites applications for an Associate Professor position in the Rehabilitation Sector at the University of Toronto Faculty of Medicine. The position involves a research program in Speech-Language Pathology [www.utoronto.ca] and Rehabilitation Science [www.utoronto.ca/rehab]. The Toronto Rehabilitation Institute is a fully affiliated teaching hospital specializing in acquired brain injury and stroke, geriatrics, musculoskeletal, spinal cord injury, cardiac rehabilitation and complex continuing care and research. It is the largest rehabilitation facility in Canada [www.torontorehab.com]. Toronto Rehab has initiated a program of research with funding from the Ontario Ministry of Health and Long-Term Care, the University of Toronto and the Toronto Rehabilitation Institute Foundation. Candidates must have a doctoral degree, be in the top 10% of their field, have a strong research record, and a strong interest in teaching. Candidates must be eligible to hold a position in one of the following departments: Occupational Therapy, Physical Therapy or Speech-Language Pathology at the rank of Associate Professor or Full Professor. The individual will be responsible for the development of a program of research and provide leadership for research in the rehabilitation sciences. The program of research should include the training of graduate students and post-doctoral fellows. Academic responsibilities will be dependent on the department of the primary appointment. Candidates should send curriculum vitae, an outline of their current and long-term research objectives, especially as they pertain to the development of rehabilitation research, and a list of four references to: Dr. Catherine Whiteside, Chair, Search Committee, Faculty of Medicine, University of Toronto, Room 2113, Medical Sciences Building, 1 King's College Circle, University of Toronto, M5S 1A8, Email: cwhiteside@utoronto.ca. Applications will be accepted until filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to the further diversification of ideas.

by June 1, 2001. Positions are subject to budgetary approval. Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women, members of visible minorities, Aboriginal persons, and persons with disabilities.

## MUSIC

**UNIVERSITY OF SASKATCHEWAN – The Department of Music** invites applications for a tenure-track position in the area of Wind Ensemble. Director/Saxophone/Music Education. This appointment commences on July 1, 2001 and will be made at the Associate or Assistant Professor level dependent on experience and qualifications. The doctoral degree or ABD is preferred, however, master's level with significant experience will be considered. Interested persons should have significant teaching and conducting experience at the university and/or professional level, as well as in the school setting for Music Education. Coordination of the wind band, and an especially strong knowledge of, and performing/teaching ability in, solo saxophone repertoire including contemporary works are expected. Other assigned duties may include teaching at the graduate level. In Music Education, duties may include student teaching supervision, and management of the music department. The successful candidate will have strong leadership skills and be expected to actively recruit students. Interested persons should provide recordings of their work (CD, video, etc.) and video samples of teaching and conducting. Send three with a full curriculum vitae and at least three references to: Dr. Gary Gable, Head, Department of Music, 28 Campus Drive, Saskatoon, SK S7N 0X1. Telephone: (306) 966-6178, fax (306) 966-6181. Applications will be accepted until the position is filled. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal peoples, people with disabilities, and visible minorities) are strongly encouraged to self-identify on their applications. This position has been cleared for advertising at the two-level. Applications are invited from all qualified individuals regardless of their immigration status.

**BRANDON UNIVERSITY – The School of Music** invites applications for a full-time, tenure-track position in instrumental music education/clarinet to commence August 1, 2001 or when the successful candidate is available. Primary responsibilities include teaching instrumental music education courses at the undergraduate and graduate levels, supervising student teachers and teaching applied clarinet. Additional duties will depend on the successful candidate's background and interest, although expertise in instrumental conducting and music technology would be a definite asset. The successful candidate will be expected to develop and maintain a prominent provincial and national profile in instrumental music education. A doctorate (preferably in Music Education) and evidence of successful teaching at the university and/or public school level are preferred. Rank will be commensurate with qualifications and experience. A letter of application, including a CV, PhD or MEd and names/addresses of three references, should be sent to: Dr. Glen Carruthers, Dean, School of Music, Brandon University, Brandon, MB, Canada, R7A 6A8. The application deadline is May 31, 2001 or until the position is filled. Glen Carruthers, Dean, School of Music, Brandon University, Brandon, Manitoba, R7A 6A8; phone: (204) 727-9533; fax: (204) 728-6839.

## NURSING

**UNIVERSITY OF WINDSOR – Invites applications for a 12-month limited-term position in the School of Nursing** at the rank of assistant professor, commencing July 1, 2001. For details visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Sheila E. Driesen, Director, School of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2255, Fax: 519-979-7084, email: [driesen@uwindor.ca](mailto:driesen@uwindor.ca).

## NUTRITION

**THE UNIVERSITY OF SASKATCHEWAN – College of Pharmacy and Nutrition** invites applications for a 12-month term position at the Assistant Professor level to begin July 1, 2001, or as soon as possible thereafter. Applicants should hold a Master's degree in human nutrition, and preferably a PhD degree, and have relevant experience in nutrition and teaching experience. Responsibilities include undergraduate teaching in introductory and advanced nutrition, including current issues and/or nutritional assessment, and contribution to other College activities as appropriate. An innovative and unique undergraduate Nutrition program has recently been implemented; the graduate program has been expanded, and the College is active in a wide range of research activities. The scope of programs within the University and in related health care organizations provides an excellent environment for collaboration in teaching and research. For more information, see [www.usask.ca](http://www.usask.ca). Please send letter of application, with

curriculum vitae and the names of three referees by May 31, 2001 to: Dr. Shavna Breenbaum, Head, Division of Nutrition and Dietetics, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, SK S7N 5C9 (phone: 306-966-5836, fax: 306-966-6377 or e-mail: [shavna.breenbaum@usask.ca](mailto:shavna.breenbaum@usask.ca)). The University is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and members of visible minorities) are encouraged to self-identify on their applications. The position has been cleared for advertising at the two-level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

## OPERATIONS RESEARCH

**UNIVERSITY OF WATERLOO – The Department of Management Sciences** in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at any rank in Applied Operations Research, commencing on or after September 1, 2001. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in an area of applied operations research, such as production management, supply chain management, public policy analysis, or any other area of applied operations research. An ability to conduct interdisciplinary research in other areas of the department (information systems or management of technology) would be viewed positively. Applicants can learn more about faculty interests at <http://www.uwaterloo.ca/eng/faculty> and about the Department at <http://www.uwaterloo.ca/eng>. The University of Waterloo en-

courages applications from all qualified individuals, including members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three referees to Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: [jdfuller@engmail.uwaterloo.ca](mailto:jdfuller@engmail.uwaterloo.ca), fax: 519-746-7222). Applications will be accepted until the position is filled.

## OPHTHALMOLOGIST

**UNIVERSITY OF GUELPH – The Department of Clinical Studies, Ontario Veterinary College** is seeking applicants to fill a tenure track faculty position in Ophthalmology at the rank of Assistant or Associate Professor. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Ophthalmologists or eligible for that certification examination. Preference will be given to candidates with an advanced degree and demonstrated research capability. The ideal candidate should have a strong background in clinical ophthalmology and outstanding teaching and communication skills. The successful candidate will work with two other ophthalmologists to provide didactic and clinical instruction in ophthalmology to undergraduates, interns, resident and graduate students. Service activities will include the management of patients in the Veterinary Teaching Hospital

and limited administrative activities. Research of an independent or collaborative nature consistent with the research goals of the Department and College is expected. The rank and salary for this position will be negotiable and commensurate with qualifications and experience. The starting date will be negotiable but a September 1, 2001 date is preferred. The deadline for applications will be June 1, 2001, or until the position is filled. Contact: Dr. S.A. Kruth, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8800, ext. 4080, Fax: (519) 767-0311, e-mail: [skruth@uoguelph.ca](mailto:skruth@uoguelph.ca), and provide a letter of application, a current curriculum vitae, and the names of at least three referees. The City of Guelph is a vibrant community of approximately 100,000 people, located in semi-rural Southern Ontario 100 kilometres west of Toronto. The city's century-old limestone buildings and downtown avenues are set in a picturesque natural setting at the junction of the Speed and Eramosa Rivers. The region's rivers, parks and countryside afford numerous opportunities for equestrian sports, hunting, cycling and other outdoor activities. Guelph is also known for its rich architectural heritage and vibrant cultural life, including its many festivals, theatres, art galleries, and numerous other activities and points of interest. For further information on Guelph, please refer to the City's web site at [www.cityofguelph.on.ca](http://www.cityofguelph.on.ca). The Ontario Veterinary College (lower on uoguelph.ca) offers progressive programs in undergraduate and postgraduate veterinary training. Numerous research opportunities are supported by several granting agencies and the opportunity for collaboration with three



## The University of Western Ontario Director, School of Communication Sciences & Disorders

Applications are invited for the position of Director, School of Communication Sciences and Disorders, the Faculty of Health Sciences. The successful applicant must have a commitment to quality undergraduate and graduate teaching, a strong research record and administrative experience. The Director is expected to be a tenured member of the professoriate and show leadership in all academic activities of the School.

The School of Communication Sciences and Disorders offers only graduate-level degrees in the disciplines of Audiology and Speech-Language Pathology, which includes a Master of Science (MSc) and Master of Clinical Science (MClSc), with participation in an interdisciplinary doctoral program in Rehabilitation Science are available. The MClSc focuses on the development of clinical excellence, while the MSc includes both clinical and research training. The School maintains a full-service Speech and Hearing Clinic that provides for the assessment and treatment of speech, language, voice and hearing disorders, counseling, and related activities.

The School's faculty are active and productive researchers, engaged in both theoretical and clinical work. Further information is available at [www.uwo.ca/fhs](http://www.uwo.ca/fhs). The School is home for the National Centre for Audiology, a new interdisciplinary research facility for both basic and clinically relevant research in Audiology ([www.uwo.ca/ncal](http://www.uwo.ca/ncal)).

The effective date of the appointment is July 1, 2001 and is normally up to a five-year, renewable term. The successful Director will not be a candidate for this position. Nominations and applications (including curriculum vitae, names of three referees that will be regarded as confidential until interview candidates have been determined) for both internal and external candidates are required by June 7, 2001 and should be submitted to:

Dr. A.N. Belcastro, Dean  
Faculty of Health Sciences  
Health Sciences Addition, Room H124  
The University of Western Ontario  
London, Ontario, Canada N6A 5C1

Positions are subject to budget approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, visible minorities, Aboriginal persons and persons with disabilities.

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## Lecturer/Senior Lecturer

### Faculty of Law

#### Monash University, Melbourne, Australia

The Faculty of Law is one of Australia's leading law schools with a growing international reputation. In its strategic plan it aims to be 'the law school for a changing world'. The faculty seeks to fill the above position to add to its strengths in specific areas.

#### Selection criteria:

The faculty wishes to appoint a person to teach and conduct research in the area of Corporations Law.

The appointee will have proven achievement in the area of Corporations Law. The applicant may also wish to contribute to the activities of the Faculty's Centre for Law in the Digital Economy (CLIDE).

Appointment will be made at a level appropriate to the successful applicant's qualifications, experience and in accordance with classification standards for each level.

**The benefits:** \$A50,847 – \$A60,382 pa (Level B)  
\$A62,288 – \$A71,822 pa (Level C)

**Location:** Clayton campus.

**Contact:** Inquiries of an academic nature should be directed to Professor H P Lee, Faculty of Law, telephone +61 3 9905 3307. Other general inquiries or requests for the selection criteria and position information should be directed to Mrs Helen Clements, Administrative Officer, Human Resources in the Faculty of Law, telephone +61 3 9905 3357 or e-mail: [helen.clements@law.monash.edu.au](mailto:helen.clements@law.monash.edu.au)

**Applications:** Quote reference number A012663, addressing selection criteria, giving full particulars including details of qualifications, work experience, research and publications, and the names, addresses, telephone and fax numbers of three referees should be forwarded, marked confidential, to Mrs Helen Clements, Administrative Officer, Human Resources, Faculty of Law, PO Box 12, Monash University, Victoria, Australia, 3800. Applications close on 20 April 2001.

Monash University reserves the right to make multiple appointments in regard to each advertised position.

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## WILFRID LAURIER UNIVERSITY

### Chair in Management of Technology Enterprises

The School of Business and Economics at Wilfrid Laurier University invites applications for the Chair in Management of Technology Enterprises. This academic position is an integral component of Laurier's strategic plan to enhance its academic programming, research and practitioner training, in the broad area of Entrepreneurial Studies and Small Business. The School is in the process of establishing a new centre called the Schlegel Centre for Entrepreneurial Studies.

In an effort to expand our research into the growing field of technology-based business enterprises we are searching for a candidate with exceptional research skills in Management of Early Stage Technology Enterprises. This is a strategy or marketing orientated position however, the incumbent could have expertise in any of the main business disciplines. The successful candidate will have a prominent record of scholarship. As well, she/he will collaborate with and support the ongoing research of existing faculty in technology management. The Chair will be expected to apply for external funding and develop technology-related courses. In addition, the successful candidate will have extensive experience interacting with the private sector whose success depends on their management of technology. Please see our web site [www.wlu.ca](http://www.wlu.ca) for more information.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

Please direct applications to:

Dr. Ruth Harris, Associate Dean of Business  
Faculty Development & Research  
School of Business & Economics  
Wilfrid Laurier University  
75 University Ave. W.  
Waterloo, Ontario N2L 3C5 Canada  
[Rharris@wlu.ca](mailto:Rharris@wlu.ca)







# CAREERS CARRIÈRES

can't are asked to submit a curriculum vitae and three letters of reference. Submit documentation to: Dr. Robert Bant, Chair, Department of Zoology and Anthropology, St. Mary's University, Box 5000, Antigonish, NS B2G 2W5. Phone (902) 867-4279; Fax (902) 867-5465; e-mail: bant@stmarys.ca; www.stmarys.ca/zoology. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

**UNIVERSITY OF WINNIPEG - Invites Applications for two tenure-track positions in Sociology and Anthropology** in the areas of quantitative methods and social justice at the rank of assistant professor. For details visit our website: [www.uwinnipeg.ca/faculty/positions](http://www.uwinnipeg.ca/faculty/positions). Contact: Dr. Lynne Phillips, Chair, Search Committee, Department of Sociology and Anthropology, University of Winnipeg, Windsor, ON N9B 3P4, Tel: 519 233 3000, Ext. 2159, Fax: 519 321 3621; Email: [lynneph@uwinipeg.ca](mailto:lynneph@uwinipeg.ca).

## STATISTICS

**SAINT MARY'S UNIVERSITY - The Department of Mathematics and Computing Science** invites applications for a tenure-track position at the rank of Assistant Professor to begin July 1, 2001. The successful candidate will have a demonstrated potential for a strong background in Statistics and will be expected to teach statistics courses at the undergraduate level. As well, the successful candidate will have a demonstrated potential for a strong commitment to research. Applications, including a curriculum vitae, a summary of teaching experience, and the names and addresses (including e-mail address) of at least three referees should be sent to: Department of Mathematics and Computing Science, attention: Chairperson of Search Committee, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3; Fax (902) 420-5035; e-mail: [maths@stmarys.ca](mailto:maths@stmarys.ca). Applications should be received as soon as possible after being received, and applications will continue to be received until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents, but applications are invited from all qualified applicants. Saint Mary's University is committed to the principles of Employment Equity. Founded in 1802, Saint Mary's has developed into a modern, urban university with more than 7,500 full and part-time students. (Visit <http://www.stmarys.ca> for further information.) Saint Mary's University is located in Halifax, a port city of about 330,000 people founded in 1749. The city offers 11 beaches and industrial parks, 8 major hospitals, 12 golf clubs, 5 yacht clubs, and several private beaches and resorts. Visit <http://www.regionhalifax.ns.ca/community/location.html> for further information.

## STRATEGIC MANAGEMENT

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Faculty of Business Administration (BBA-05-01).** Applications are invited for a tenure-track faculty position in business policy/strategic management at the rank of assistant professor. The successful applicant is expected to teach undergraduate and graduate courses, conduct related research and have a demonstrated commitment to teaching and research in a university environment. Applicants should have a PhD in business policy/strategic management or be near completion. Approximately 1000 students are registered in the Cooperative undergraduate program and Bachelor of Business Administration, while the MBA program has approximately 200 students, mostly part-time. (For more information, visit our web site at [www.mun.ca](http://www.mun.ca).) In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send two copies of their curriculum vitae and names of three referees to: Dr. Bill Blake, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X9, Canada. Filling this position is dependent on funding. Applications will be accepted until the position is filled. For further information, telephone (709) 737-8851 or fax (709) 737-2467 or e-mail [blake@mun.ca](mailto:blake@mun.ca). Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. It provides a distinctive and stimulating environment for learning in St. John's, a vibrant, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity.

## SURGERY

**UNIVERSITY OF ALBERTA - The Department of Surgery** is accepting applications for faculty positions in Immunology (with research interests in tolerance and human immunology) in the Division of Surgical Research. There is the potential for cross appointments to the Department of Microbiology and Immunology. These positions will either be a contractual or a full-time continuing position at the rank of Assistant Professor (\$45,311 - \$64,238). The successful applicant must have a PhD in Immunology with a strong basic immunology and a research interest in tolerance and human cellular immune responses. In addition, eligibility to apply to granting agencies for salary support (i.e., Alberta Heritage Foundation for Medical Research or Canadian Institutes of Health Research) is expected. The Department of Surgery has an excellent record of transnational research in transplantation. The recent announcement of a new research building provides an excellent opportunity. Starting date: July 1, 2001 to September 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should reply by May 31, 2001, enclosing a current curriculum vitae and the names of three referees to: Dr. SM Hamilton, Walter Sifring Assistant Professor and Chair of Surgery, 202, 24, Dr. Mackenzie Health Sciences Centre, 8440112 Street, Edmonton, Alberta, T6G 2B7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIP). The University of Alberta takes on the basic merit. We are committed to the principle of equity in employment. We welcome diversity and encourage ap-

plications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## THEATRE

**CONCORDIA UNIVERSITY - The Department of Theatre, Faculty of Fine Arts** invites applications for an Assistant Professor. This will be a limited term appointment for the 2001-2002 academic year. Candidates will be required to teach two to four courses each semester at the undergraduate level and/or take on administrative duties. An MFA and/or appropriate professional theatre experience in design for the theatre is required. The ability to teach other classes within the department will be an asset. Evidence of having taught at the undergraduate level is preferred. Administrative experience in an academic setting is also preferred. Salary is negotiable. Applications, including a resume and the names of at least three referees, should be sent to: Chair, Department of Theatre, Concordia University, 7143 Sherbrooke Street West, Montreal, Quebec, H8B 1R6. Deadline for receipt of applications is May 20, 2001. This advertisement is simultaneously directed to Canadian citizens and permanent residents of Canada and to non-Canadians. Under current Canadian immigration guidelines, the dossier of Canadian citizens and permanent residents must be examined in the first instance, after which the applications of others will be considered. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal persons, visible minorities and disabled persons.

## ZOOLOGY

**THE UNIVERSITY OF WESTERN ONTARIO - The Department of Zoology** invites applications for a limited term (3 year) position in Animal Ecology commencing July 1, 2001. Applicants should have a PhD in zoology, a doctoral or teaching experience will be preferred. The successful applicant will be required to teach five half-courses each year with subjects including biometry, community ecology, population ecology, and human ecology and to participate in other activities associated with the Ecology and Evolution Program, including the supervision of undergraduate research projects. Our Ecology and Evolution Group is diverse, with interests in pure and applied research at the level of individuals, populations, communities, and ecosystems. Applicants should send a curriculum vitae, a statement of research interests and have 3 reference letters sent to: Dr. J. Miller, Chair, Department of Zoology, The University of Western Ontario, London, Ontario, N6A 3B7, Canada, phone: (519) 661-3151; fax: (519) 661-2014; e-mail: [jmiller@uwo.ca](mailto:jmiller@uwo.ca). The deadline for applications is May 31, 2001. Positions are subject to budget approval. Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities.



## WILFRID LAURIER UNIVERSITY

### Canada Research Chairs

Wilfrid Laurier University is seeking outstanding researchers as candidates for its allocation of Canada Research Chairs (CRCs). Details about the federal government's CRC program — and the Chair selection criteria — can be found at <http://www.chairs.gc.ca>. Laurier plans to appoint four CRCs in the next two years — two Tier I and two Tier II. At least two of the Chairs will be in the SSHRC area and at least one will be in the NSERC area. There are six faculties at Laurier: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies — and an expanding range of graduate programs at the Masters and PhD levels.

Laurier's Strategic Research Plan can be found at [www.wlu.ca/~wwwrof/index.shtml](http://www.wlu.ca/~wwwrof/index.shtml). The Research Plan elaborates a strategy that emphasizes interdisciplinarity in four research clusters: (1) Culture and Human Experience, (2) Society and Public Policy, (3) Environment and Health, (4) Science and Technology. Chairholders will lead a program of research and provide leadership across the research clusters, mentor junior faculty and graduate students, supervise graduate students, and assist other faculty in securing external research funding.

Laurier will short list candidates by the end of May 2001, but will review and consider applications until the positions are filled. Appointments can begin some time between 1 September 2001 and 1 July 2002. All positions are subject to review and final approval by the CRC Secretariat.

Applications and nominations, including a CV, a statement of research objectives and five-year research plan, and the names and e-mail addresses of three to five references may be sent to:

Professor Rowland Smith  
Vice-President Academic  
Wilfrid Laurier University  
Waterloo, Ontario N2L 3C5

Wilfrid Laurier University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**THE UNIVERSITY OF GUELPH - The Department of Zoology.** Two tenure track positions are being offered which will focus on research within the Great Lakes and contribute to understanding the ecological effects of current management programs on streams. The positions are part of a partnership between the University of Guelph and the Great Lakes Fishery Commission. As such, the faculty will work closely with the GLFC and its collaborators in establishing the Partnership in Ecosystem Research and Management program that will involve active cooperation in the advancement, organization, and conduct of Great Lakes research, graduate education, and educational outreach. Both incumbents will be expected to help develop and lead a basin-wide research agenda sponsored by the Commission in their areas of expertise. Successful applicants will teach one senior undergraduate or graduate course every other year and seminar courses or their equivalent in their area of specialization. Behavioural Ecology or Physiology. The Department seeks the appointment of a broadly based individual whose research will focus on factors affecting the behavioural ecology or physiology of fish, including but not restricted to stream migration and passage around barriers to movement such as low head dams and high velocity water. Undergraduate and graduate teaching responsibilities will focus on behavioural ecology or physiology. Stream Ecology. The Department seeks the appointment of an individual whose research will address habitat variables affecting the distribution, abundance and diversity of stream fishes including but not restricted to in stream barriers, watershed development, and sea lamprey control. The individual will also develop and test novel approaches to management of stream habitat. Undergraduate and graduate teaching responsibilities will focus on stream ecology and fisheries management. A PhD and postdoctoral experience are required. Depending on qualifications one or both of the positions may be filled at the Associate Professor level. Applicants for these positions should have a strong record of achievement in research and will be expected to develop and sustain an externally funded research program that involves the training of graduate students. A successful candidate could start as early as September 1, 2001. Applications, including a curriculum vitae, and

brief (4 page) summary of research and teaching interests, as well as copies of up to three letters of reference should be sent to: Dr. Glen Van Der Kraak, Department of Zoology, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 and to Dr. Charles C. Krueger, Great Lakes Fishery Commission, 2100 Commonwealth Blvd., Suite 209, Ann Arbor, MI 48105 USA. Applicants should also arrange for three letters of reference to be sent by the closing date of May 31, 2001. For additional information on the Department of Zoology and the Great Lakes Fishery Commission see <http://www.uoguelph.ca/zoology> and <http://www.glc.org>. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

## ACCOMMODATIONS

**TORONTO - Sabbatical rental.** 3-bedroom townhouse. Available from August 1, 2001 until end of July 2002. Furnished, finished basement, 15 minutes north of Toronto and York University. \$1550 per month + utilities. Call 416-736-2100 ext 65199.

**HALIFAX, Nova Scotia - Furnished house for rent.** 1 July 01 to 1 July 02. Six bedroom (two currently used for offices), 3.5 baths, with 6 in blocks of Dalhousie and St. Mary's Universities on the Halifax Peninsula. The house has a spectacular view of the city.

## RENTED!

**OTTAWA - Furnished house for rent.** Located within 15 minutes of the city center in a suburb established about 25 years ago and especially designed for children, isolated from heavy traffic with a succession of parks throughout the area, and schools and churches within easy access on the periphery. Four bedrooms, with two full baths on the first floor, family room with chimney opening on the garden and the forest, living-room dining room, modern kitchen and powder room on the main floor. Finished basement and double garage attached to the property with automatic door opener. Possibility of providing a car for rent from September 1st 2001 for one year. E-mail: [umund@beyond.ca](mailto:umund@beyond.ca), Telephone: (513) 824-6989, Fax: (513) 824-6929.

## HOUSE FOR RENT



**PROVIDENCE, SOUTH OF FRANCE - Fully furnished 3 bedroom house in picturesque village 20 km east of Aix en Provence. From \$1,200/month including utilities. Details at [www.geocities.com/savaz/bavand/bavandtoronto.ca](http://www.geocities.com/savaz/bavand/bavandtoronto.ca). Tel: (416) 588-2580.**



## McGill

### Junior or Senior Full-Time Appointments School of Physical & Occupational Therapy

The School of Physical and Occupational Therapy at McGill University, known for its excellence in research and teaching, is seeking new faculty members. We invite you to apply for junior or senior full-time tenure or non-tenure track appointments in our Occupational Therapy or Physical Therapy Programs. Preference will be given to occupational or physical therapists with a PhD in a related field. Postdoctoral training or a history of successful research funding will be given priority. Candidates should have a strong commitment to teaching at the undergraduate and graduate levels, and are expected to pursue an active, independent research program. Senior candidates with an interest in administration may have opportunities in this area.

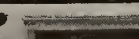
Qualified candidates should forward a letter stating their teaching and research interests, a curriculum vitae and names of three referees to:

Robert Dykes, PhD, Director  
School of Physical & Occupational Therapy  
McGill University  
3654 Promenade Sir-William-Osler  
Montreal, Quebec, Canada H3G 1Y5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Non-Canadians are also encouraged to apply. McGill University is committed to equity in employment.

These positions are subject to final budgetary approval.

## HOUSE FOR SALE



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**WEST END OTTAWA - 4 bedroom freehold townhome.** Parquet floors, neutral decor, large cedar deck & cedar dining room, 1.5 baths, 2 car garage, in-law unit & full wet bar, upgraded insulation, garden shed, flexible possession. \$136,900. Call (613) 828-2122 or e-mail [jbruce@boultonreal.com](mailto:jbruce@boultonreal.com).

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# L'exploitation du savoir par le marché

Par ANDRÉ HADE

La FQPPU constate que l'esprit de la Politique québécoise de la science et de l'innovation réduit la fonction de l'université à un rouage dans une mécanique visant de plus en plus l'exploitation du savoir. Le rôle des professeurs est assimilé à celui de producteurs dont la marchandise n'a de valeur que si elle est immédiatement utilisable par le marché.

Le ministre de la Recherche, de la Science et de la Technologie a récemment présenté sa Politique scientifique pour le Québec. Dans un document intitulé *Savoir changer le monde*, la Politique s'articule autour de trois grands thèmes : le savoir, la recherche et l'innovation. Selon le Ministre, la finalité de cette Politique est de contribuer à l'amélioration des conditions de vie des individus, en assurant le développement des connaissances nécessaires à la croissance économique, au progrès social et à l'enrichissement culturel.

Ainsi, en soutenant l'innovation, la Politique scientifique participe directement à l'activité économique, à la création d'emplois sur tout le territoire, de même qu'à l'amélioration des services et à la solution des problèmes sociaux.

Pour atteindre cet objectif, le Québec s'intéresse vivement à favoriser l'innovation en exploitant le mieux possible l'excellent potentiel de recherche qui existe ici, principalement en milieu universitaire, et surtout dans les domaines de la santé et des sciences naturelles et du génie.

La Fédération québécoise des professeurs et professeurs d'université (FQPPU) constate, à regret, que l'esprit de cette Politique réduit la fonction de l'université à un rouage dans une mécanique visant de plus en plus l'exploitation du savoir. Dans cette perspective, le rôle des professeurs est assimilé à celui de producteurs dont la marchandise n'a de valeur que si elle est immédiatement utilisable par le marché. En fait, cette Politique ne concerne pas la science, ni la recherche, elle se consacre tout entier à l'innovation.

Même si la Politique confirme l'importance de la recherche comme source première du savoir et réaffirme avec raison que tous les types de recherche doivent être encouragés et soutenus, en particulier en milieu universitaire, elle prend résolument parti en faveur de la seule recherche appliquée, surtout dans le domaine de la santé, ensuite en sciences naturelles et génie, puis en sciences humaines et sociales, mais à condition que celle-ci serve bien les entreprises et les organismes dans leurs projets d'innovation.

À cet égard, il n'est pas inutile de rappeler que la FQPPU ne s'oppose absolument pas à la pratique de la recherche appliquée à l'université. Cependant, la Fédération ne peut accepter de voir la recherche universitaire réduite à un rouage économique, comme le fait trop souvent la Politique.

Au sujet des ressources humaines, la Politique reconnaît que le sous-financement des dernières années s'est traduit par une diminution de 1 045 postes de professeurs en cinq ans dans les universités au Québec, une perte de plus de 11 p. 100 des effectifs de l'année 1990. En cette matière, la Politique rappelle le Programme québécois de professeurs-chercheurs FCAR et le Programme des chaires canadiennes qui produiront respectivement 125 et 571 postes de professeurs dans les universités québécoises au cours des cinq prochaines années.

Elle oublie cependant de mentionner que ce nombre de nouveaux postes ne suffira même pas à remplacer les départs à la retraite, et surtout, elle néglige de traiter des conditions d'attribution de ces postes dont l'orientation et la teneur sont établies par des mécanismes qui échappent au contrôle universitaire.

En outre, cette pratique que la Politique veut encourager conduit inévitablement à l'existence de professeurs à statut particulier à qui l'on demande, par ailleurs, de s'intégrer pleinement dans des unités qui n'ont, parfois, même pas eu voix au chapitre de leur sélection.

Dans ces conditions, il est évident que non seulement la relève du corps professoral ne suit pas le rythme de l'attrition, mais en plus, les solutions proposées dans la Politique impliquent une dangereuse perte d'autonomie des universités sur cette dimension fondamentale de leur mission et elle comporte un risque important de friction dans un corps professoral invité par ailleurs à pratiquer concertation et coopération.

Au chapitre des mesures positives, la Politique rappelle, à juste titre, l'amélioration récemment apportée au

programme de bourses au mérite FCAR et elle laisse entendre que leur nombre pourrait augmenter. De même, il faut saluer l'intention annoncée de généraliser l'attribution de frais généraux de 40 p. 100 à toutes les subventions de recherche qui émanent d'organismes basés sur un jugement de pairs.

Dans la même veine, la volonté de financer des infrastructures majeures de recherche et les espaces correspondants est une annonce intéressante, même si on n'en connaît ni le domaine d'application, ni l'implication financière.

D'ailleurs, au sujet du soutien à la recherche, la Politique annonce un projet de refonte du système de financement de la recherche universitaire qui s'aligne sur l'organisation fédérale qui intervient aussi d'une façon importante dans ce domaine. Selon ce projet, le Fonds FCAR se limiterait désormais au seul domaine des sciences naturelles et du génie, alors que le CQRS deviendrait un fonds à part entière, dédié aux sciences humaines et sociales de même qu'aux arts et aux lettres. Pour sa part, le FRSQ continuerait à s'intéresser au domaine de la santé, mais dans une perspective plus large, à la façon des nouveaux Instituts de recherche en santé du Canada.

Finalement, la Politique nous apprend que ces trois organismes voués au soutien de la recherche devraient veiller à répondre aux besoins qui émanent des universités, mais aussi des collèges, de l'industrie, des ministères et des organismes publics concernés. Pour ce faire, la Politique annonce une intention d'augmenter les budgets consacrés à cette fonction et elle crée un lieu de concertation contenu dans une Conférence des présidents des fonds de recherche du Québec.

Cependant, la composante la plus importante de la Politique scientifique se trouve dans le chapitre consacré à l'innovation. Cette dernière est présentée comme une exigence absolue pour toutes les organisations, y compris dans le domaine social. Le corollaire de cette position adoptée par la Politique serait que la recherche, productrice de savoirs, n'a de valeur que dans la mesure où elle sert les utilisateurs. Or, cette exploitation de la recherche universitaire ne saurait se faire sans s'accaparer les résultats d'une activité qui constitue une des raisons d'être de l'université, et qui est reconnue par la notion de propriété intellectuelle (PI).

La Politique en reconnaît l'existence, la valeur et l'appartenance, mais elle estime que ce sujet, en général, représente un irritant pour l'exploitation commerciale des résultats de la recherche universitaire. Qu'à cela ne tienne, la Politique impose que toute PI soit, d'office, cédée à l'université qui, elle-même, la transférera aux sociétés privées de valorisation avec lesquelles elles sont associées par contrat.

Qui plus est, sans égard à la liberté ou à l'autonomie universitaires, en matière d'exploitation des résultats de la recherche, la Politique impose aux universités et aux chercheurs de céder leur propriété intellectuelle, sous peine de se voir couper le financement public de soutien à la recherche, et cela, par voie de réglementation ou de législation s'il le faut.

Ainsi, en vertu de cette approche, toutes les universités devront adopter une même politique de récupération de la PI, au détriment des ententes et pratiques qui peuvent exister à l'effet contraire dans les établissements universitaires, et dont certaines sont inscrites dans les conventions collectives.

Finalement, la Politique crée quatre organismes chargés de soutenir et de promouvoir les actions associées aux intentions annoncées. Ces organismes : Science atout, Interface, Innovation Inc et Innovation Org, sont formés de l'ensemble des ministères concernés (entre dix et quatorze), qui héritent, conjointement, de leur gestion et de leur coordination.

Longtemps attendue, la Politique québécoise de la science et de l'innovation prend la relève d'orientations qui avaient été énoncées dans les années 1980. Dans une large mesure, le monde universitaire, notamment la FQPPU, se reconnaît peu dans cette Politique presque exclusivement fondée sur l'innovation. À cet égard, la Politique succombe

trop facilement aux tendances modernes de confondre recherche et innovation et d'évaluer l'activité intellectuelle à l'aune de l'applicabilité immédiate.

Même si cette Politique fait une analyse valable de la recherche en milieu universitaire, elle propose peu de mesures pour la soutenir et en favoriser le développement. Fondamentalement, selon la Politique, la recherche universitaire mérite d'être soutenue dans la mesure où elle peut donner lieu à de l'innovation. Cette perspective réductrice s'avère incompatible avec de nombreux secteurs d'activité à l'université et elle heurte les valeurs profondes d'une grande majorité d'universitaires qui conçoivent toujours leur rôle en fonction de la mission critique et libre de l'université.

Il faut applaudir au projet de réorganisation et de coordination des organismes subventionnaires. De même, l'élargissement du versement de frais indirects attachés aux subventions ne peut qu'améliorer les conditions de pratique de la recherche en milieu universitaire.

Cependant, on ne peut que regretter l'éloge sans nuance qui est fait du Programme des chaires du millénaire et l'intention annoncée de poursuivre le Programme québécois de professeurs-chercheurs, l'un et l'autre programme relevant d'un financement ciblé qui fait offense à l'autonomie universitaire et qui produit un effet perturbateur dans les rangs des professeurs d'université. Mais, par-dessus tout, c'est au niveau de la propriété intellectuelle que l'agression de la Politique se fait le plus sentir. En cette matière, l'orientation est claire et incisive.

Les résultats de la recherche universitaire ne peuvent plus donner lieu à une application commerciale sans cession de la propriété intellectuelle à l'entreprise privée. Cette mesure draconienne, appuyée au besoin par la réglementation ou la législation, heurte de plein fouet la liberté universitaire en matière de recherche et elle constitue un déni pur et simple de la reconnaissance du travail intellectuel effectué en milieu universitaire. C'est l'université au service des entreprises.

De plus, l'application de tels principes de fonctionnement se traduira inévitablement par une diminution de l'engagement financier public envers l'université, en faveur d'un apport privé de plus en plus important. Cette perspective s'oppose directement à la conviction profonde de la FQPPU voulant que l'université constitue un service public dont le financement doit relever de l'État.

Outre le fait que la Politique ne fournit aucun indice quant à l'importance des moyens financiers associés aux mesures annoncées, parfois de façon laconique, elle fonde aussi beaucoup d'espoir sur la concertation et la coordination qui seraient instaurées entre les ministères québécois concernés par l'innovation. Cette intention ne peut qu'être vivement encouragée, mais il nous paraît exagérément optimiste, pour une politique de cette importance, de miser autant sur des pratiques qui relèvent plus du devenir que de la réalité dans le secteur gouvernemental.

Heureusement, le texte annonce l'intention de s'intéresser au suivi des actions proposées et de demeurer à l'écoute des partenaires du milieu de la recherche et de l'innovation. À ce sujet, la FQPPU ne manquera pas de faire entendre sa voix pour défendre les valeurs qu'elle véhicule en faveur de la liberté universitaire, de l'autonomie universitaire et de la fonction critique de l'université. ■

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Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. The views expressed are those of the author and not necessarily those of CAUT.

Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (duhaime@caut.ca). La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.